

Rehabilitation Research and Training Center
for Economic Research on Employment
Policy for Persons with Disabilities

ECONOMICS OF DISABILITY
RESEARCH REPORT #2:

*Estimates of Employment Rates
for Persons with Disabilities
in the United States by State,
1980 through 1998*

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ABSTRACT

This report uses data from the March Current Population Survey to estimate employment rates for persons with and without a disability in the non-institutionalized working-age (aged 25 through 61) civilian population in the United States, and for each state and the District of Columbia for the years 1980 through 1998. The employment rate of persons with a disability relative to that of persons without disabilities varies greatly across states. However, over the last 20 years the relative employment rate of those with a disability dramatically declined overall and in most states.

INTRODUCTION

The purpose of this report is to provide estimates of the employment rates of the non-institutionalized working-age (aged 25 through 61) civilian populations with a disability and without disabilities over the period 1980 through 1998 using the March Supplement of the Current Population Survey (CPS). Estimates of the populations with and without a disability are reported in "Economics of Disability Research Report (EDRR) #1: Estimates of the Prevalence of Disability in the United States by State, 1981 through 1999."¹ The employment rates of persons with a disability are compared to the employment rates of those without disabilities. Brief summaries of state rankings and changes over time are provided. The Appendix discusses the statistical precision of the estimated annual employment rates and how to convert the employment rates presented in this report into levels of employed non-institutionalized working-age civilians with a disability.

DATA SOURCE AND DEFINITIONS

The CPS is a monthly survey of the non-institutionalized population of the United States, conducted by the Bureau of the Census on behalf of the Bureau of Labor Statistics. Information is collected from approximately 50,000 households (about 150,000 individuals) on labor force characteristics (e.g., employment, earnings, hours of work).²

In March of each year, the CPS basic monthly survey is supplemented with the Annual Demographic Survey, also known as the March Supplement or the March Income Supplement. This supplement focuses on sources of household income, government program participation, previous employment, insurance, and a variety of demographic characteristics. In 1981 the March Supplement was expanded to include several questions about disability and income derived from disability programs and insurance. The CPS and the March Supplement are used

extensively by government agencies, academic researchers, policy makers, journalists, and the general public to evaluate government programs, economic circumstances and the behavior of individuals, families and households.³

A major advantage of using the CPS to track the employment of non-institutionalized working-age civilians with a disability is its large sample size. It is possible to measure employment for the United States and many states because the CPS samples approximately 150,000 people. The March CPS also provides a relatively consistent set of questions on disability and employment from year to year.⁴

In this report, disability is defined using a single question in the March CPS. Persons with a disability are defined as those who report having (or are reported by the household's respondent as having) "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."⁵ This definition puts disability in the social context of work. This simple definition of disability is not directly affected by program participation. This measure of disability is commonly used in the economics literature (see Bound and Burkhauser, 1999). Most recently, Burkhauser, Daly and Houtenville (2000) use this definition to estimate the employment and economic well-being of the non-institutionalized working-age civilian population with a disability. The work limitation concept of disability can also be found in many national surveys (e.g., National Health Interview Survey, Survey of Income and Program Participation, Panel Study of Income Dynamics) that have been used to measure the working-age population with a disability.

As *Economics of Disability Research Report #1* shows, using this work limitation measure of disability, the percentage of United States non-institutionalized working-age civilian population with a disability ranged from a low of 7.2 percent in survey year 1988 to a high of 8.4

percent in survey year 1994. *EDRR #1* compares this measure of disability to an alternative measure of disability based on work limitation and participation in disability-related public programs. The trends over time of these two measures of disability were similar.

The CPS Basic Monthly Survey inquires about employment in the week prior to the survey. Unfortunately, the CPS Basic Monthly Survey was substantially revised in January 1994, which makes it difficult to compare employment using this weekly frame before and after survey year 1994. The CPS March Supplement asks about employment in the previous calendar year. This question has been consistently asked over the years covered by this report. Respondents report the number of weeks worked and, for those weeks, the average number of hours worked.⁶ Annual hours are calculated by multiplying weeks worked multiplied by average hours worked. People are considered employed if they worked at least 52 hours annually in the previous calendar year. While 52 hours per year is to some degree an arbitrary number, it sets a minimum level of employment for the year. See Burkhauser, Daly and Houtenville (2000) for an example of previous work using this definition of employment.

RESULTS

Table 1 provides the estimated employment rates for the United States non-institutionalized civilian population aged 25 through 61 for the United States for the years 1980 through 1998, by gender and disability status. Employment rates are reported separately for men and women, since men and women have historically exhibited different employment patterns. As can be seen in the first row of Table 1, the employment rates of men without a disability are pro-cyclical, falling in the recession years of the early 1980s and 1990s and rising during the growth years of the late 1980s and 1990s. As can be seen in the second row, the employment rates of men with a disability had a similar pro-cyclical pattern in the 1980s, dropping to 39.7

percent by the business cycle trough year of 1983 and rising to 44.0 percent by the business cycle peak year of 1989. The employment rates of men with a disability then dropped again as the economy went into recession in the early 1990s but, unlike the 1980s, continued to decline throughout the decade despite substantial economic growth. The employment rate of men with a disability fell to 34.4 percent in 1998, well below their employment rate in the recession years of the early 1990s.

As can be seen in row three of Table 1, women without a disability, like men without a disability, had pro-cyclical employment rates over the 1980s and 1990s, while women with a disability (row 4) experienced employment outcomes similar to men with a disability.

Table 1 also provides information on the employment rates of men (row 5) and women (row 6) with a disability relative to the employment rates of men and women without disabilities over the same period. In all years, the employment rate of those with a disability is lower than the employment rate of those without disabilities, so the ratio of their two employment rates is less than 100 percent.⁷ In the 1980s, this ratio was pro-cyclical for both men and women. That is, the employment rates of both men and women with a disability rose faster than that of other men and women during periods of economic expansion and fell more rapidly during periods of economic contraction. Hence, the relative employment of men with a disability rose from 42.0 percent in 1983 to 45.8 percent in 1989 (trough to peak in the 1980s business cycle). The relative employment of women with a disability rose from 40.9 percent to 48.6 percent over the same period. In contrast, the relative employment rates of both men and women with a disability declined in the 1990s and reached their lowest points in 1998 despite five years of economic growth in the late 1990s.

To further highlight changing patterns of employment, Table 2 compares the growth years of the 1980s and 1990s for men and women with and without a disability. Annual employment rates are averaged over the growth periods 1985-1989 and 1994-1998. The average annual employment rate of men without disabilities was about the same during both periods, averaging 95.9 percent for 1985-1989 and 95.0 percent for 1994-1998. In contrast, the average annual employment rate of men with a disability averaged 43.3 percent during the growth years 1985-1989 but was only 36.2 percent during the growth years 1994-1998. This difference is reflected in the relative average annual employment rates of men with a disability in the two periods. The relative average annual employment rate of men is 45.2 percent for 1985-1989, but only 38.1 percent for 1994-1998. As can be seen in the last column of Table 2, the relative average annual employment rate of men with a disability fell by 16.9 percent between the two periods. The employment pattern for women with a disability is similar but less severe. The relative average annual employment of women with a disability fell by 10.1 percent over the two periods.

Table 3 provides employment rates averaged over the period 1980 through 1998 for the United States, and for each state and the District of Columbia, by gender and disability status. Columns 1, 2, 5, and 6 contain the absolute average annual employment rates of men with and without a disability and women with and without a disability. Comparisons of the employment fortunes of men and women with a disability are best done controlling for state variations in the employment of the entire population.⁸ Table 3 focuses on the relative average annual employment rates of men (column 3) and women (column 7) with a disability.

In Table 3 states are ranked according to the relative average annual employment rates of men with a disability. Minnesota had the highest relative average annual employment rates for

men with a disability (64.1 percent), and West Virginia had the lowest (28.3 percent). For women with a disability, relative average annual employment rates ranged from 67.7 percent in Minnesota to 29.8 percent in Mississippi.

In general, states with lower employment rates for those with a disability also had lower relative employment rates. This pattern of relative employment being lower in states with weaker economics is consistent with variations observed over time in Table 1 where relative employment fell during recessionary years.

Tables 4a and 4b compare changes in relative employment rates for men and women with a disability, respectively, between the growth periods 1985-1989 and 1994-1998. States are ranked according to the percentage change in the relative average annual employment rate of those with a disability between the periods 1985-1989 and 1994-1998. A positive percentage change in relative employment signifies a closing of the employment gap between those with and without a disability. Conversely, a negative percentage change in relative employment signifies a widening of the employment gap between those with and without a disability. As can be seen in Table 4a, there was wide variation in employment outcomes of men with a disability, ranging from a rise of 18.1 percent in Utah to a fall of 57.6 percent in Connecticut. Overall, the gap widened. Only 8 states experienced a narrowing of the employment gap between men with and without a disability.

As can be seen in Table 4b, the pattern for women was similar. The percentage change in relative average annual employment rate of women with a disability ranged from a rise of 19.3 percent in South Dakota to a fall of 68.9 percent in Rhode Island. Only 11 states saw a narrowing of the employment gap between women with and without a disability.

CONCLUSION

This report uses data from the Current Population Survey to measure the employment rates of persons with and without a disability over the 1980s and 1990s for the United States, and for each state and the District of Columbia. In the 1980s, the employment rates of men and women with and without a disability was pro-cyclical, rising in years of economic growth and falling in years of economic contraction. The national employment of men and women with a disability was more sensitive to the business cycle however with relative employment rates of those with a disability rising over the growth years and declining during recessionary years. This pattern was also found across most states. In the 1990s, however, while the employment of men and women without disabilities continued to be pro-cyclical, the employment of men and women with a disability continued to drop from their 1989 business cycle peak levels despite substantial economic growth in the 1990s. Hence, by 1998 the national employment rate was at a two-decade low for men with a disability and was near that level for women with a disability. This pattern of declining relative employment of those with a disability is both wide and deep. When the relative average employment rates during the growth period of the 1980s are compared to those of the 1990s, the vast majority of states experienced declines in relative employment for both men and women with a disability.

APPENDIX

The CPS sample design allows researchers to estimate statistically precise annual employment rates at the national level and for many states. Although individuals with a disability make up only about 8 percent of the non-institutionalized working-age civilian population in the United States, the number of CPS participants is sufficient to obtain statistically precise estimates of employment rates for persons with a disability at the national level and for many states. The consistency of the CPS survey instrument over time allows estimated employment rates to be averaged over consecutive years, which boosts the statistical precision for those states with small sample sizes. In Tables 2, 4a and 4b, years are averaged to assure greater statistical precision.

Caution must be used when using the estimated annual employment rates in Appendix Tables 1a, 1b, 1c, and 1d. The annual sample size of some states is extremely low. Appendix Tables 2a, 2b, 2c, and 2d contain standard errors for the estimated annual employment rates in Appendix Tables 1a, 1b, 1c, and 1d, respectively. Some of the standard errors in these tables are quite large relative to the estimated annual employment rates, which means that the estimated annual employment rates are poor approximations of the true annual employment rates. (Appendix Tables 4a, 4b, 4c, and 4b contain the size of the sample used to estimate the standard errors for the estimated annual employment rates in Appendix Tables 1a, 1b, 1c, and 1d, respectively.)

Averaging estimated annual employment rates over several consecutive years, as is done in Tables 3, 4a, and 4b in the text, increases the statistical precision of estimated employment rates. However, the design of the CPS causes a problem. In the March CPS of any given year, approximately half of the households were surveyed the previous March, while the remaining

households are eligible to be surveyed the following March. See Census Bureau (1998) for more information. The estimated standard errors of an average must be adjusted to account for correlation across consecutive years. For example, an individual's responses in March 1985 are correlated with his or her response in March 1986. Following Census Bureau guidelines, the formula for the estimated standard error for the average of estimated annual employment rates for 1990 and 1989 is

$$s_{(P_{90}+P_{89})/2} = \frac{\sqrt{(s_{90})^2 + (s_{89})^2 + 2 r_{90,89} s_{90} s_{89}}}{2},$$

where s_{89} is the estimated standard error for the annual employment rate of 1989, $r_{90,89}$ is the estimated correlation coefficient between 1989 and 1990. The general formula for averaging over more than two consecutive years is

$$\frac{s_1}{T} \sum_{t=1}^T P_t = \frac{\sqrt{\sum_{t=1}^T s_t^2 + 2 \sum_{t=1}^{T-1} r_{t,t+1} s_t s_{t+1}}}{T},$$

where T is the number of years.

Appendix Tables 2a, 2b, 2c, and 2d contain standard errors for the estimated annual employment rates in Appendix Tables 1a, 1b, 1c, and 1d, respectively. Appendix Table 5 contains estimated correlation coefficients ($r_{year_2, year_1}$) for the United States, which can be used to approximate $r_{year_2, year_1}$ for a given state. For example, the estimated annual employment rate of non-institutionalized working-age civilian women with a disability averaged over 1980 through 1982 in New York is equal to 21.7 percent. The estimated standard error for this estimated average annual employment rate is

$$\frac{\sqrt{(3.62)^2 + (3.73)^2 + (4.40)^2 + 2(0.618)(3.62)(3.73) + 2(0.660)(3.73)(4.40)}}{3},$$

which is equal to 3.07.

The estimated number of employed non-institutionalized working-age civilians, by gender and disability status, can be calculated using these tables. For example, the estimated number of employed non-institutionalized working-age civilian women with a disability in New York in employment year 1980 is 734,926 women. This number is obtained by multiplying the estimated annual employment rate of non-institutionalized working-age civilian women with a disability in New York in employment year 1980 (Appendix Table 1d) by the estimated number of non-institutionalized working-age civilian women with a disability (in thousands) in New York in employment year 1980 (Appendix Table 3d) and then multiplying by 10 (i.e., $21.3 \times 3,450 \times 10 = 734,926$).

ENDNOTES

1. "EDRR #1: Estimates of the Prevalence of Disability in the United States by State, 1981 through 1999" covers the period 1981 through 1999, referred to as survey years. "EDRR #2: Estimates of Employment Rates for Persons with a Disability" covers the period 1980 through 1998, referred to as employment years. This difference occurs because employment in the March Current Population Survey is reported for the previous calendar year, while disability is reported at the time of the survey. Both papers are based on the March Current Population Survey for 1981 through 1999.
2. Only one person in the household answers questions for all household members.
3. For a fuller discussion of the CPS, see U.S. Bureau of the Census (1998) or <http://www.bls.census.gov/cps/>.
4. In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994 there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.
5. Inclusion in the population with a disability is based on the following questions: "(62A) Does anyone in this household have a health problem or disability which prevents them from working or which limits the kind or amount of work they can do? (62B) If yes to 62A., who is that? (Anyone else?)" These questions are from the 1981 survey. Note that a single household member answers the survey for all household members. The Census Bureau recodes the survey to the individual level, so researchers can generate statistics for individuals.

The use of self-reports of disability is controversial. Self-perception of a disability as captured by this measure can be influenced by social context (i.e., barriers and accommodations). For instance, reports of a work limitation may change over time even holding the underlying health condition constant because access to accommodation may change one's perception of a disability over time. See Kirchner (1996) for a fuller discussion of this issue and the uses of the CPS to analyze "access-oriented" policies.
6. The number of weeks worked is obtained using the following question: "(33) During 19XX in how many weeks did ... work even for a few hours? Include paid vacation and sick leave as work." (41) The number of hours worked is obtained using the following question: "In the weeks that ... worked, how many hours did ... usually work per week?" These questions are from the 1981 survey.

7. The relative employment rate is the employment of those with a disability as a percentage of the employment of those without disabilities. The higher the value of relative employment, the closer the employment rates of persons with a disability are to persons without disabilities. For example, a relative employment rate of 100 percent means that those with and without a disability have the same employment rate.
8. The estimated correlation of the absolute employment rates of those with and without a disability across states (in Table 3) is 0.70 for men and 0.69 for women. For women, the estimated correlation is 0.69. This suggests that state economics are important in determining the employment of those with a disability.

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Table 1. Employment and Relative Employment Rates of Non-Institutionalized Civilians Aged 25 through 61 for the United States, by Gender and Disability Status, Employment Years 1980 through 1998^a

Group	Employment Year																		
	Employment Rate ^b																		
	1980	1981	1982	1983	1984 ^c	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^c	1994	1995	1996	1997	1998
Men without a Disability ^a	96.7	96.4	95.1	94.7	95.7	95.7	96.1	95.7	95.8	96.1	95.9	95.4	94.8	94.5	94.8	94.8	94.9	95.2	95.1
Men with a Disability ^a	42.6	44.8	41.7	39.7	40.4	42.8	43.8	43.0	42.9	44.0	42.1	41.5	41.6	37.2	38.0	34.9	38.2	35.5	34.4
Women without a Disability ^a	69.3	69.9	69.3	70.7	72.6	73.1	74.4	75.2	76.7	77.0	77.6	77.8	77.6	78.3	79.1	79.7	80.1	80.7	80.8
Women with a Disability ^a	28.5	28.1	29.3	28.9	30.2	32.4	32.1	33.9	36.2	37.5	34.9	35.0	34.3	33.4	36.0	33.9	33.9	31.9	29.5
Gender	Relative Employment Rate of Persons with a Disability ^d																		
Men	44.1	46.5	43.9	42.0	42.2	44.7	45.6	44.9	44.8	45.8	43.9	43.5	43.9	39.4	40.1	36.8	40.3	37.3	36.2
Women	41.1	40.1	42.4	40.9	41.6	44.4	43.1	45.1	47.2	48.6	45.0	45.0	44.1	42.6	45.5	42.5	42.4	39.6	36.6

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^b Individuals who report that they worked at least 52 hours annually in the previous calendar year, the "employment year," at civilian jobs or businesses, including temporary, part-time, or seasonal work are considered to have been employed.

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

^d The relative employment rate is defined as the employment of those with a disability as a percentage of the employment of those without a disability.

Table 2. Employment and Relative Employment Rates of Non-Institutionalized Civilians Aged 25 through 61 for the United States Averaged over the Five-Year Growth Periods of the 1980s and 1990s Business Cycles, and Percentage Changes, by Gender and Disability Status^a

Gender	Growth Periods						Percentage Change in Relative Employment from 1985-1989 to 1994-1998 ^{d,e}
	Employment Years 1985-1989			Employment Years 1994-1998			
	Employment Rate ^b		Relative Employment ^c	Employment Rate ^b		Relative Employment ^c	
	Without Disability	With Disability		Without Disability	With Disability		
Men	95.9	43.3	45.2	95.0	36.2	38.1	-16.9
Women	75.3	34.4	45.7	80.1	33.1	41.3	-10.1

Source: Author's calculations using the March Current Population Survey, 1981 through 1985 and 1995 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^b Individuals who report that they worked at least 52 hours annually in the previous calendar year, the "employment year," at civilian jobs or businesses, including temporary, part-time, or seasonal work are considered to have been employed.

^c Relative employment is defined as the employment of those with disabilities as a percentage of the employment of those without disabilities.

^d In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

^e The percentage change is defined as the difference in relative employment divided by the average of the two relative employments multiplied by 100.

Table 3. Employment and Relative Employment Rates of Non-Institutionalized Civilians Aged 25 through 61 for the United States, and for Each State and the District of Columbia over the Period of Employment Years 1980 through 1998, and Rankings, by Gender and Disability Status^a

Location	Men				Women			
	Employment Rate ^b		Relative Employment ^c	Ranked by Relative Employment	Employment Rate ^b		Relative Employment ^c	Ranked by Relative Employment
	Without Disability	With Disability			Without Disability	With Disability		
United States	95.4	40.5	42.4	--	75.8	32.6	43.1	--
Minnesota	97.5	62.5	64.1	1	84.1	57.0	67.7	1
Wyoming	97.3	61.4	63.0	2	79.2	46.9	59.2	5
Utah	97.4	59.5	61.1	3	73.8	44.5	60.3	2
North Dakota	97.6	57.3	58.8	4	80.3	47.8	59.6	4
Oregon	95.5	54.9	57.4	5	78.7	42.1	53.4	16
Connecticut	96.4	55.1	57.2	6	80.0	43.8	54.8	12
Alaska	95.5	54.1	56.7	7	78.9	46.5	58.9	6
Idaho	97.4	55.1	56.6	8	78.7	44.5	56.6	8
Colorado	96.8	54.5	56.3	9	80.4	44.2	55.0	11
South Dakota	97.1	54.3	56.0	10	83.4	49.8	59.7	3
Montana	96.4	53.1	55.1	11	80.2	43.9	54.8	13
Nebraska	97.9	53.6	54.7	12	81.5	44.3	54.4	14
Iowa	97.3	52.8	54.2	13	81.1	43.6	53.8	15
Nevada	95.9	51.7	53.9	14	79.4	44.7	56.3	9
Washington	96.0	51.7	53.9	15	77.0	38.3	49.8	20
Kansas	97.6	52.1	53.4	16	81.2	44.7	55.1	10
New Hampshire	97.6	51.4	52.7	17	81.7	41.9	51.3	19
Vermont	97.4	50.7	52.1	18	83.7	44.4	53.1	17
Wisconsin	97.1	50.4	51.9	19	82.7	47.2	57.1	7
Arizona	95.4	48.4	50.7	20	74.3	38.3	51.6	18
Maryland	95.5	45.4	47.6	21	80.1	32.3	40.3	35
Oklahoma	95.7	44.3	46.3	22	76.1	34.1	44.9	27
Texas	96.4	43.8	45.4	23	74.8	36.7	49.0	21
Delaware	96.6	43.6	45.1	24	79.5	35.9	45.1	26
Missouri	95.6	42.0	43.9	25	79.5	36.4	45.9	24

Continued

Table 3. Continued

Location	Men				Women			
	Employment Rate ^b		Relative Employment ^c	Ranked by Relative Employment	Employment Rate ^b		Relative Employment ^c	Ranked by Relative Employment
	Without Disability	With Disability			Without Disability	With Disability		
Michigan	94.2	41.0	43.5	26	73.8	29.7	40.3	34
Massachusetts	95.9	41.2	43.0	27	79.1	32.7	41.4	33
California	94.3	40.3	42.7	28	73.5	34.5	46.9	23
Indiana	95.9	40.8	42.5	29	78.0	32.3	41.4	32
Florida	95.1	40.1	42.1	30	76.3	33.4	43.8	29
Maine	96.2	40.1	41.7	31	79.7	36.0	45.2	25
Rhode Island	95.8	39.7	41.5	32	80.1	33.6	42.0	31
Hawaii	93.8	38.7	41.3	33	79.5	38.0	47.7	22
New Jersey	96.1	39.5	41.1	34	74.9	32.7	43.7	30
Illinois	95.1	39.1	41.1	35	75.3	29.5	39.2	37
Virginia	97.0	38.7	39.9	36	78.9	30.5	38.7	39
Georgia	96.6	38.6	39.9	37	78.3	29.9	38.2	41
North Carolina	96.3	37.8	39.2	38	80.9	30.7	37.9	43
Ohio	95.6	36.5	38.2	39	74.0	28.5	38.5	40
New Mexico	94.2	35.9	38.1	40	71.7	32.0	44.6	28
Pennsylvania	95.1	35.9	37.7	41	72.8	28.5	39.1	38
Tennessee	94.8	34.9	36.8	42	76.0	25.1	32.9	48
Arkansas	95.6	35.1	36.7	43	76.8	30.5	39.7	36
New York	93.7	33.7	36.0	44	70.6	26.5	37.5	44
Mississippi	94.9	33.3	35.1	45	74.7	22.3	29.8	51
Louisiana	94.6	33.0	34.9	46	69.2	23.7	34.2	46
DC	89.9	30.8	34.3	47	83.3	28.6	34.3	45
Kentucky	95.5	31.2	32.6	48	72.7	24.3	33.5	47
South Carolina	95.4	30.2	31.6	49	77.1	29.3	38.1	42
Alabama	95.1	27.5	28.9	50	73.1	23.0	31.5	49
West Virginia	92.3	26.1	28.3	51	63.4	19.9	31.3	50

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^b Individuals who report that they worked at least 52 hours annually in the previous calendar year, the "employment year," at civilian jobs or businesses, including temporary, part-time, or seasonal work are considered to have been employed.

^c Relative employment is defined as the employment of those with disabilities as a percentage of the employment of those without disabilities.

Table 4a. Men: Employment and Relative Employment Rates of Non-Institutionalized Civilian Men Aged 25 through 61 for the United States, and for Each State and the District of Columbia over the Five-Year Growth Periods of the 1980s and 1990s Business Cycles, Percentage Changes, and Rankings, by Disability Status^a

Location	Growth Periods						Percentage Change in Relative Employment from 1985-1989 to 1994-1998 ^{d,e}	Ranked by Percentage Change
	Employment Years 1985-1989			Employment Years 1994-1998				
	Employment Rate ^b		Relative Employment ^c	Employment Rate ^b		Relative Employment ^c		
	Without Disability	With Disability		Without Disability	With Disability			
United States	95.9	43.3	45.2	95.0	36.2	38.1	-16.9 *	--
Utah	97.0	53.3	55.0	97.0	64.0	65.9	18.1	1
Tennessee	95.5	35.8	37.5	94.3	39.4	41.8	10.9	2
Alabama	95.3	26.2	27.5	95.0	28.9	30.4	10.0	3
Oregon	95.0	50.9	53.6	95.9	56.7	59.1	9.8	4
Maryland	96.9	43.6	45.0	94.4	46.3	49.0	8.6	5
Hawaii	93.9	38.5	41.0	91.8	40.1	43.6	6.3	6
Montana	96.1	50.0	52.0	95.5	52.8	55.2	6.1	7
Idaho	97.8	58.4	59.7	97.4	58.3	59.9	0.3	8
Pennsylvania	95.6	35.0	36.6	95.9	34.7	36.2	-1.1	9
South Carolina	96.9	29.7	30.7	95.4	28.8	30.2	-1.6	10
New Hampshire	97.9	59.4	60.7	97.2	56.4	58.0	-4.6	11
Minnesota	97.6	63.7	65.2	97.1	59.6	61.4	-6.1	12
Arizona	95.6	43.6	45.6	94.2	40.1	42.5	-7.0	13
Delaware	96.7	44.2	45.7	96.7	41.2	42.6	-7.1	14
Wyoming	97.6	61.0	62.5	97.0	56.4	58.2	-7.1	15
DC	93.3	34.4	36.9	87.7	29.8	34.0	-8.2	16
Alaska	95.3	55.9	58.6	95.6	50.0	52.3	-11.3	17
California	95.4	42.1	44.1	93.2	36.3	39.0	-12.4	18
Texas	96.5	44.0	45.6	95.8	38.3	40.0	-13.0	19
North Carolina	96.7	38.9	40.3	96.1	33.9	35.2	-13.3	20
Nebraska	97.5	52.7	54.1	97.5	46.0	47.1	-13.7	21
Missouri	95.6	50.2	52.5	95.0	43.2	45.5	-14.2	22
Nevada	95.9	59.2	61.7	94.2	50.3	53.4	-14.6	23
New York	94.8	37.1	39.1	92.3	30.9	33.5	-15.6	24
Washington	96.5	52.9	54.9	95.5	44.7	46.8	-16.0	25
Colorado	96.3	61.5	63.8	96.5	51.9	53.8	-17.0	26
Ohio	95.6	38.7	40.5	96.3	32.8	34.1	-17.2 *	27
Indiana	95.2	41.5	43.6	96.1	35.0	36.4	-18.0	28
Illinois	94.7	40.9	43.2	95.2	34.2	36.0	-18.2	29
New Mexico	94.8	40.3	42.6	93.1	32.4	34.8	-20.2	30
South Dakota	97.2	60.5	62.2	96.8	48.8	50.4	-21.0 *	31
Kentucky	95.5	34.1	35.7	95.3	27.3	28.7	-21.9	32
Maine	96.5	46.8	48.4	95.8	36.9	38.5	-22.9	33
North Dakota	97.8	65.4	66.9	97.7	51.7	52.9	-23.3 *	34
New Jersey	97.2	43.2	44.4	95.1	33.2	34.9	-23.9 *	35
Florida	96.1	45.1	46.9	94.2	34.5	36.6	-24.6 *	36
Georgia	97.3	42.9	44.1	96.0	33.0	34.4	-24.6	37
Mississippi	94.4	37.4	39.6	92.9	28.3	30.4	-26.2	38
Vermont	98.4	54.5	55.4	96.8	40.9	42.3	-26.8 *	39
Wisconsin	96.8	55.7	57.5	97.3	42.6	43.8	-27.0	40

Continued

Table 4a. Continued

Location	Growth Periods						Percentage Change in Relative Employment from 1985-1989 to 1994-1998 ^{d,e}	Ranked by Percentage Change
	Employment Years 1985-1989			Employment Years 1994-1998				
	Employment Rate ^b		Relative Employment ^c	Employment Rate ^b		Relative Employment ^c		
	Without Disability	With Disability		Without Disability	With Disability			
Michigan	93.9	44.0	46.9	95.5	33.7	35.3	-28.2 *	41
Kansas	97.6	61.1	62.6	96.9	45.7	47.1	-28.2 *	42
Iowa	97.8	62.1	63.5	97.5	46.1	47.3	-29.1 *	43
Oklahoma	94.6	48.6	51.4	95.2	36.4	38.2	-29.5 *	44
Rhode Island	96.4	43.0	44.6	95.5	30.1	31.5	-34.5 *	45
Massachusetts	96.9	49.6	51.2	95.1	33.6	35.4	-36.5 *	46
Louisiana	94.5	40.9	43.2	93.3	26.4	28.3	-41.9 *	47
Virginia	97.7	44.1	45.1	96.3	27.7	28.8	-44.2 *	48
Arkansas	96.2	40.8	42.4	94.4	25.0	26.5	-46.2 *	49
West Virginia	92.0	31.9	34.7	93.0	18.8	20.2	-52.8 *	50
Connecticut	97.4	64.8	66.6	94.8	34.9	36.8	-57.6 *	51

Source: Author's calculations using the March Current Population Survey, 1986 through 1990 and 1995 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^b Individuals who report that they worked at least 52 hours annually in the previous calendar year, the "employment year," at civilian jobs or businesses, including temporary, part-time, or seasonal work are considered to have been employed.

^c Relative employment is defined as the employment of those with disabilities as a percentage of the employment of those without a

^d In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

^e The percentage change is the difference between the two averages divided by the average of the two averages multiplied by 100.

Asterisks (*) note locations where difference between those without and with a disability in the change the employment rate from period to period is statistically different than zero, assuming a 90 percent confidence level.

Table 4b. Women: Employment and Relative Employment Rates of Non-Institutionalized Civilian Women Aged 25 through 61 for the United States, and for Each State and the District of Columbia over the Five-Year Growth Periods of the 1980s and 1990s Business Cycles, Percentage Changes, and Rankings, by Disability Status^a

Location	Growth Periods						Percentage Change in Relative Employment from 1985-1989 to 1994-1998 ^{d,e}	Ranked by Percentage Change
	Employment Years 1985-1989			Employment Years 1994-1998				
	Employment Rate ^b		Relative Employment ^c	Employment Rate ^b		Relative Employment ^c		
	Without Disability	With Disability		Without Disability	With Disability			
United States	75.3	34.4	45.7	80.1	33.1	41.3	-10.1 *	--
South Dakota	82.4	44.2	53.7	89.5	58.3	65.1	19.3	1
Vermont	83.9	43.2	51.5	86.6	53.8	62.1	18.7	2
Oklahoma	78.7	32.1	40.8	77.8	37.0	47.5	15.2	3
Illinois	72.9	26.4	36.2	81.5	33.3	40.9	12.2	4
Georgia	79.9	30.0	37.5	79.9	33.5	42.0	11.2	5
Utah	74.1	42.3	57.1	78.7	48.9	62.1	8.4	6
Tennessee	75.5	25.1	33.3	80.8	29.2	36.2	8.2	7
Missouri	77.7	38.0	48.9	86.4	45.0	52.1	6.3	8
New Hampshire	81.4	41.2	50.6	84.9	43.6	51.4	1.6	9
DC	85.7	29.5	34.5	82.7	28.7	34.7	0.8	10
North Dakota	78.6	47.4	60.4	88.9	54.0	60.7	0.5	11
New Mexico	72.4	32.8	45.3	74.5	33.8	45.3	0.0	12
Virginia	78.0	28.8	36.9	80.9	29.8	36.8	-0.3	13
Louisiana	66.3	20.4	30.7	76.8	23.4	30.4	-1.0	14
Arizona	74.3	39.0	52.4	75.7	39.1	51.7	-1.3	15
Maine	78.1	34.2	43.8	85.5	36.7	42.9	-2.1	16
Maryland	81.1	36.8	45.4	85.2	37.8	44.4	-2.2	17
Oregon	77.5	39.9	51.5	82.1	41.2	50.2	-2.6	18
New York	69.8	27.2	39.0	74.1	28.2	38.0	-2.6	19
Washington	76.7	39.9	52.0	81.4	40.3	49.6	-4.8	20
Wyoming	77.8	44.4	57.1	82.1	44.5	54.2	-5.1	21
Hawaii	77.1	40.3	52.3	84.9	42.0	49.5	-5.5	22
Iowa	80.2	48.1	60.0	88.7	49.8	56.1	-6.8	23
Mississippi	73.2	23.8	32.5	79.0	24.0	30.4	-6.8	24
Minnesota	84.5	59.5	70.4	87.0	57.1	65.6	-7.1	25
South Carolina	77.5	31.4	40.5	80.0	30.0	37.4	-7.9	26
Nebraska	79.7	42.6	53.5	86.6	42.1	48.6	-9.6	27
Michigan	72.7	30.9	42.5	80.4	30.4	37.8	-11.7 *	28
California	74.0	39.4	53.3	75.1	35.2	46.9	-12.8	29
Pennsylvania	71.8	28.6	39.8	80.2	27.9	34.8	-13.5 *	30
Idaho	77.5	42.6	55.0	84.1	40.4	48.0	-13.6	31
Kentucky	70.5	26.2	37.2	78.6	25.1	31.9	-15.2	32
Texas	74.5	38.5	51.7	78.2	34.5	44.1	-15.9 *	33
Ohio	72.5	30.4	41.9	79.9	28.5	35.7	-16.0 *	34
Delaware	80.7	32.7	40.6	84.4	29.0	34.3	-16.6	35
Massachusetts	79.4	35.6	44.8	83.6	31.5	37.7	-17.2 *	36
Wisconsin	80.1	49.8	62.2	89.5	46.4	51.9	-18.2	37
Kansas	80.8	45.2	56.0	85.1	39.7	46.6	-18.3	38
Connecticut	81.9	47.8	58.4	82.7	40.1	48.5	-18.6	39
Indiana	77.2	36.5	47.3	85.1	33.1	38.9	-19.5	40

Continued

Table 4b. Continued

Location	Growth Periods						Percentage Change in Relative Employment from 1985-1989 to 1994-1998 ^{d,e}	Ranked by Percentage Change
	Employment Years 1985-1989			Employment Years 1994-1998				
	Employment Rate ^b		Relative Employment ^c	Employment Rate ^b		Relative Employment ^c		
	Without Disability	With Disability		Without Disability	With Disability			
Colorado	79.8	49.3	61.8	84.7	42.1	49.7	-21.7	41
Florida	76.7	37.2	48.5	79.1	30.0	37.9	-24.7 *	42
North Carolina	81.4	34.8	42.7	83.7	27.9	33.3	-24.9 *	43
Alabama	70.8	27.7	39.1	81.5	24.6	30.2	-25.6 *	44
Arkansas	75.7	34.6	45.8	82.5	28.4	34.5	-28.2 *	45
West Virginia	59.9	18.7	31.3	72.7	16.8	23.1	-29.9 *	46
New Jersey	75.2	37.7	50.1	78.7	29.0	36.9	-30.4 *	47
Montana	79.2	51.2	64.6	85.5	40.4	47.2	-31.2 *	48
Alaska	78.7	52.9	67.2	82.0	39.7	48.4	-32.6 *	49
Nevada	80.3	51.6	64.2	80.3	36.9	46.0	-33.1 *	50
Rhode Island	78.4	45.4	57.9	84.3	23.8	28.2	-68.9 *	51

Source: Author's calculations using the March Current Population Survey, 1986 through 1990 and 1995 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^b Individuals who report that they worked at least 52 hours annually in the previous calendar year, the "employment year," at civilian jobs or businesses, including temporary, part-time, or seasonal work are considered to have been employed.

^c Relative employment is defined as the employment of those with disabilities as a percentage of the employment of those without a

^d In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

^e The percentage change is the difference between the two averages divided by the average of the two averages multiplied by 100.

Asterisks (*) note locations where difference between those without and with a disability in the change the employment rate from period to period is statistically different than zero, assuming a 90 percent confidence level.

Appendix Table 1a. Employment Rates of Non-Institutionalized Civilian Men without a Disability Aged 25 through 61 for the United States, and for Each State and the District of Columbia, Employment Years 1980 through 1998^{a,b}

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^c	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^c	1994	1995	1996	1997	1998
United States	96.7	96.4	95.1	94.7	95.7	95.7	96.1	95.7	95.8	96.1	95.9	95.4	94.8	94.5	94.8	94.8	94.9	95.2	95.1
Alabama	96.8	97.1	93.4	94.3	95.3	93.0	96.9	95.3	96.2	95.1	92.9	94.8	95.0	94.9	94.5	95.6	95.1	93.8	96.2
Alaska	96.6	93.8	96.2	95.7	96.3	97.2	93.6	94.4	95.4	96.1	96.6	94.9	96.2	93.3	95.9	94.9	95.8	95.8	95.4
Arizona	96.9	97.7	95.4	96.8	94.7	95.4	96.4	95.0	94.9	96.4	97.0	95.5	95.1	94.9	95.3	94.3	93.5	93.9	94.1
Arkansas	95.4	96.9	96.4	95.7	94.7	97.5	96.0	96.4	95.5	95.7	93.8	97.6	97.6	94.8	95.1	96.3	94.4	91.6	94.9
California	96.2	95.5	93.8	93.7	95.5	95.4	95.9	94.7	95.0	96.3	95.5	94.1	93.3	91.6	92.8	92.8	92.7	93.9	93.7
Colorado	98.7	98.4	96.6	97.1	98.2	97.7	95.4	96.2	96.2	96.1	97.0	97.2	95.9	97.0	96.3	96.3	95.3	97.3	97.2
Connecticut	98.5	95.9	97.9	98.2	98.7	98.0	98.3	97.2	97.9	95.7	96.5	95.0	94.2	96.0	95.6	95.2	93.7	94.3	95.1
Delaware	96.3	97.8	97.2	95.2	95.4	97.0	97.2	96.7	96.6	96.0	97.1	95.6	96.4	97.2	98.0	96.7	94.7	98.5	95.6
DC	90.5	90.7	88.0	85.5	90.6	88.1	95.4	97.0	93.7	92.2	90.1	92.9	88.0	87.8	86.2	85.9	88.2	86.7	91.5
Florida	96.4	94.2	94.5	94.5	95.7	96.0	96.5	96.6	95.1	96.1	94.9	95.7	95.0	93.5	94.6	93.9	93.6	94.4	94.8
Georgia	97.5	97.5	96.2	96.0	96.7	97.3	98.1	98.2	96.4	96.6	96.3	95.4	96.3	96.6	96.3	95.2	94.9	96.3	97.4
Hawaii	96.9	94.8	92.9	95.1	95.1	95.1	94.0	92.6	92.2	95.5	96.5	96.5	95.5	91.2	93.7	91.8	92.5	88.7	92.3
Idaho	98.3	96.8	96.2	97.6	96.4	97.4	96.8	98.0	98.5	98.1	97.9	97.4	97.3	96.8	98.4	96.4	97.3	97.3	97.5
Illinois	96.2	97.4	95.9	94.0	95.8	94.1	95.0	94.7	94.7	95.2	96.7	94.1	93.5	93.7	95.1	94.8	95.2	95.0	95.8
Indiana	96.2	94.8	96.4	95.2	95.1	96.0	94.8	95.6	95.0	94.4	98.0	96.0	96.6	97.2	95.8	95.3	95.8	96.5	96.8
Iowa	98.1	96.9	95.0	96.0	95.6	96.6	97.4	98.6	98.5	97.7	97.4	98.6	98.5	95.6	97.6	97.7	97.4	97.4	97.2
Kansas	98.0	97.4	98.0	95.5	97.5	97.8	98.3	96.8	98.6	96.6	98.0	99.3	98.2	98.8	95.9	96.8	97.9	97.3	96.8
Kentucky	96.6	96.3	95.4	95.3	95.0	94.7	96.5	95.6	94.1	96.6	96.0	95.1	96.0	95.3	94.5	94.3	96.7	96.4	94.4
Louisiana	98.3	98.1	95.0	92.6	94.4	94.2	95.8	94.3	95.8	92.5	95.8	94.2	95.5	94.7	93.9	93.0	93.0	93.9	92.6
Maine	95.4	96.8	96.1	95.5	98.3	97.2	95.8	94.5	98.0	97.1	97.3	95.0	96.3	95.4	96.7	95.4	95.2	95.0	96.7
Maryland	96.4	96.6	93.6	93.4	96.6	96.5	97.0	96.2	97.3	97.6	96.3	96.6	92.7	95.4	93.8	94.5	94.2	96.4	93.0
Massachusetts	97.5	96.2	95.9	97.5	96.2	96.7	97.3	96.2	96.9	97.4	94.9	93.9	95.2	95.2	93.5	93.9	95.6	96.2	96.0
Michigan	95.2	94.1	92.6	91.2	92.4	93.7	94.0	94.1	94.0	93.9	93.1	95.0	95.2	94.3	93.4	95.4	97.1	95.3	96.4
Minnesota	97.9	97.6	97.4	96.4	98.3	98.5	98.5	97.0	96.7	97.5	98.6	97.7	98.1	97.7	97.6	97.2	97.7	97.1	95.6
Mississippi	98.0	97.5	95.5	93.4	96.5	93.3	93.8	94.0	95.9	95.1	95.4	95.3	96.6	97.6	95.0	90.4	94.7	92.8	91.7
Missouri	95.9	97.0	95.1	94.9	96.8	96.3	96.3	94.8	95.1	95.6	96.2	96.0	94.3	96.4	92.0	96.5	94.9	95.0	96.7
Montana	97.8	97.6	95.4	97.0	97.9	95.5	96.8	95.7	96.5	96.1	96.6	96.9	96.0	97.3	94.3	94.7	96.8	96.1	95.7
Nebraska	98.7	98.9	97.9	99.4	99.0	98.1	97.5	97.8	96.5	97.7	98.0	96.2	98.7	98.8	97.3	98.6	97.2	97.9	96.7
Nevada	98.4	98.3	97.3	93.7	97.4	95.6	97.3	94.5	96.6	95.5	98.3	96.7	94.3	96.8	94.8	95.9	91.4	95.0	94.1
New Hampshire	99.0	98.4	98.2	97.8	98.5	96.9	99.0	97.7	97.7	97.9	97.5	97.3	96.8	95.5	96.5	98.0	97.9	96.8	96.7

Continued

Appendix Table 1a. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^c	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^c	1994	1995	1996	1997	1998
New Jersey	96.6	97.8	96.4	96.9	97.2	97.1	98.1	97.6	96.3	96.9	97.1	95.6	93.5	92.7	94.8	94.2	95.6	94.5	96.5
New Mexico	96.1	96.6	93.9	94.6	93.3	95.1	96.0	94.6	92.9	95.2	93.8	95.4	92.4	93.7	94.8	90.9	92.6	94.7	92.8
New York	95.0	96.4	94.3	93.7	94.3	95.0	94.4	94.7	95.1	94.7	94.9	93.3	92.2	90.7	92.3	91.5	92.3	92.7	92.8
North Carolina	97.2	97.4	93.2	96.4	96.2	96.2	97.1	97.0	96.2	96.9	96.7	96.8	95.6	96.1	95.5	96.3	95.8	97.4	95.5
North Dakota	98.6	97.6	97.6	97.1	97.4	97.3	97.2	97.8	98.2	98.4	95.5	96.4	98.2	97.9	99.0	97.3	98.2	98.2	95.8
Ohio	97.5	95.4	93.9	93.4	94.6	95.2	95.3	95.9	95.5	96.1	96.1	95.3	94.8	95.5	96.3	96.4	96.1	96.4	96.2
Oklahoma	97.9	97.8	97.7	94.9	98.0	95.2	94.0	94.9	92.6	96.3	95.6	95.1	96.3	96.3	93.7	96.8	96.8	95.2	93.6
Oregon	96.8	96.6	96.3	95.2	93.9	92.5	93.8	95.7	97.2	95.9	95.9	95.7	95.9	93.9	94.3	97.9	96.8	96.2	94.2
Pennsylvania	96.3	96.0	93.0	91.7	95.3	95.9	95.6	94.5	96.2	95.7	95.2	95.8	93.4	93.1	95.7	95.8	96.1	95.7	96.0
Rhode Island	98.4	97.2	95.1	95.0	96.2	97.5	96.0	93.4	98.1	96.7	94.6	95.4	93.9	94.5	93.2	95.4	95.7	97.0	96.2
South Carolina	92.3	96.0	93.9	94.4	97.2	95.9	97.0	96.8	96.9	98.1	94.7	95.7	94.6	93.2	95.0	92.4	96.0	97.3	96.2
South Dakota	97.9	97.4	96.7	97.0	97.4	96.7	97.2	97.8	97.9	96.4	97.8	97.6	96.3	95.9	97.5	98.2	96.5	93.7	98.2
Tennessee	96.0	95.6	93.8	92.5	94.1	96.8	95.7	95.9	94.0	95.0	97.1	95.0	92.8	95.6	96.5	93.8	93.8	94.6	92.9
Texas	97.7	97.7	96.3	96.4	96.7	96.4	96.0	96.6	96.5	97.1	96.3	96.5	95.6	95.8	96.0	96.4	95.4	95.9	95.5
Utah	97.9	98.8	97.0	97.1	96.8	97.6	97.9	96.4	95.8	97.1	98.0	98.6	97.8	98.0	97.3	96.6	96.7	97.5	97.0
Vermont	97.7	99.1	97.6	97.7	95.6	99.0	97.6	98.8	97.7	98.9	96.4	97.1	96.5	97.1	95.7	97.2	94.8	97.7	98.5
Virginia	98.1	96.0	97.4	96.8	97.7	96.9	98.2	97.6	98.0	97.9	96.3	96.8	96.5	97.1	98.5	95.0	95.3	97.2	95.2
Washington	97.9	97.2	96.1	96.2	94.2	96.0	96.7	96.5	96.9	96.3	96.9	94.4	95.1	95.2	95.4	95.8	96.5	93.6	96.0
West Virginia	96.7	95.9	94.1	87.1	91.3	90.2	90.8	91.5	93.6	93.7	90.9	92.1	90.2	90.8	93.5	93.3	92.3	92.0	93.8
Wisconsin	98.3	97.3	96.1	96.0	95.1	95.6	97.1	95.7	97.8	97.9	98.3	97.4	97.8	97.4	97.3	97.5	99.0	97.5	95.1
Wyoming	99.0	98.1	97.8	96.0	97.0	98.9	98.2	97.5	96.4	97.1	98.7	96.5	98.3	94.4	97.0	98.2	97.4	95.9	96.5

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^b Individuals who report that they worked at least 52 hours annually in the previous calendar year, the "employment year," at civilian jobs or businesses, including temporary, part-time, or seasonal work are considered to have been employed.

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 1b. Employment Rates of Non-Institutionalized Civilian Men with a Disability Aged 25 through 61 for the United States, and for Each State and the District of Columbia, Employment Years 1980 through 1998^{a,b}

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^c	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^c	1994	1995	1996	1997	1998
United States	42.6	44.8	41.7	39.7	40.4	42.8	43.8	43.0	42.9	44.0	42.1	41.5	41.6	37.2	38.0	34.9	38.2	35.5	34.4
Alabama	31.9	28.4	17.5	29.9	34.7	26.9	15.8	26.6	26.5	35.2	26.0	23.3	22.5	32.6	20.7	36.1	31.1	19.7	36.6
Alaska	50.7	48.6	51.9	66.3	51.5	72.8	51.2	50.7	54.5	50.1	38.0	54.6	74.8	61.9	46.4	53.3	62.9	36.2	51.3
Arizona	57.4	51.9	57.9	54.7	48.0	39.6	50.7	45.7	32.1	49.8	47.6	66.1	60.1	56.9	44.7	43.0	47.6	32.9	32.1
Arkansas	39.0	38.6	40.2	55.0	30.1	35.2	39.1	43.6	46.6	39.7	34.2	34.1	36.2	29.4	19.0	21.1	25.1	24.6	35.5
California	42.9	44.9	43.6	38.4	40.2	47.7	39.1	45.4	42.2	36.1	39.8	41.1	38.1	44.0	43.5	29.7	32.8	44.4	31.1
Colorado	34.5	59.4	64.2	52.4	65.5	79.2	69.1	62.7	58.2	38.3	42.8	54.6	49.5	45.8	44.5	66.3	39.4	52.2	57.3
Connecticut	67.4	85.8	47.0	59.0	46.1	69.9	59.1	76.5	58.7	59.9	58.2	49.5	72.8	63.3	32.9	26.5	53.4	31.6	29.9
Delaware	49.7	49.9	33.4	54.9	27.8	33.6	35.7	37.6	52.4	61.5	45.2	41.8	40.6	57.8	51.0	28.9	56.1	29.7	40.1
DC	29.5	10.9	20.2	28.6	37.6	24.4	32.8	51.8	26.1	36.9	33.4	31.1	42.4	31.0	40.9	36.4	37.4	11.9	22.3
Florida	39.5	46.5	37.5	40.1	33.9	46.2	41.1	50.1	41.5	46.4	41.2	40.5	38.6	45.1	38.1	26.1	38.3	30.1	40.0
Georgia	41.4	39.4	41.6	42.6	55.5	47.0	39.1	46.1	34.2	47.9	43.2	20.7	50.0	19.0	26.3	23.7	38.1	34.5	42.4
Hawaii	33.1	25.4	32.3	47.7	42.9	27.7	55.8	52.4	29.4	27.1	54.4	32.6	36.0	38.6	45.9	45.1	31.2	49.1	29.1
Idaho	39.8	60.4	51.7	48.5	50.0	63.2	41.5	63.3	54.5	69.3	54.1	64.3	34.0	61.1	43.3	59.5	59.1	58.6	71.1
Illinois	43.6	55.2	54.8	40.7	29.4	41.7	43.2	36.6	39.1	43.8	44.4	38.8	29.7	31.0	44.8	27.2	32.1	27.2	39.9
Indiana	55.1	44.1	36.9	45.1	39.5	33.1	41.3	41.2	47.3	44.6	44.7	32.0	62.3	32.6	52.3	23.0	31.7	32.4	35.4
Iowa	60.7	42.0	44.6	45.2	59.7	56.0	58.8	62.1	74.0	59.4	50.1	51.2	56.6	51.2	42.5	37.9	69.8	54.3	26.2
Kansas	64.6	52.9	41.6	47.6	53.9	45.7	56.0	60.1	70.5	73.2	61.9	48.5	54.3	30.0	21.6	53.5	46.6	49.3	57.3
Kentucky	34.7	34.6	40.1	40.2	28.5	30.1	40.2	12.2	40.0	48.0	33.5	20.1	31.2	22.3	24.5	25.9	31.5	19.9	34.7
Louisiana	34.4	34.2	25.2	28.9	47.5	51.6	40.5	43.4	34.5	34.3	26.2	47.1	27.5	20.6	27.9	35.3	30.6	19.7	18.2
Maine	37.4	36.7	30.5	40.0	39.5	31.6	60.6	49.9	44.8	46.9	45.7	42.9	36.8	34.0	36.7	32.6	35.1	39.1	40.8
Maryland	32.1	48.1	42.2	50.7	34.7	44.5	46.9	44.4	46.7	35.6	63.1	42.1	60.9	40.2	55.3	27.1	64.5	50.1	34.4
Massachusetts	49.0	40.6	37.7	30.8	48.6	49.6	52.9	49.1	50.5	45.8	48.4	36.2	44.4	31.3	35.9	33.2	34.7	37.9	26.5
Michigan	48.6	48.1	48.2	52.7	37.3	42.9	52.0	43.6	40.4	41.1	40.1	44.3	37.3	34.2	41.5	39.6	33.6	27.5	26.3
Minnesota	48.1	51.5	57.5	59.6	52.2	65.4	62.0	51.1	63.2	76.7	79.2	70.4	77.9	74.8	61.0	51.7	56.4	71.7	57.1
Mississippi	32.2	33.6	38.3	27.9	37.9	35.3	38.4	32.0	38.4	42.9	29.5	29.4	44.0	32.1	29.3	38.0	25.7	29.6	18.8
Missouri	36.6	33.5	34.8	31.7	33.2	47.8	53.6	47.2	47.1	55.0	59.1	46.5	42.3	12.8	36.9	39.6	38.2	51.8	49.8
Montana	70.2	49.6	63.1	46.7	42.0	50.6	44.6	45.1	50.6	59.0	64.6	46.4	61.1	51.3	59.4	54.1	52.8	46.5	51.1
Nebraska	76.1	58.5	61.2	60.2	67.6	50.5	55.2	57.8	52.0	48.1	48.5	58.4	60.0	33.7	42.4	51.3	60.4	47.7	28.0
Nevada	56.1	54.6	40.0	36.3	53.6	60.0	51.9	55.7	67.4	61.1	47.8	43.4	54.2	48.9	52.5	49.7	57.5	48.7	42.9
New Hampshire	25.0	56.0	41.0	51.6	28.7	35.0	55.9	74.2	56.9	75.0	57.9	65.5	48.3	24.4	48.6	55.6	65.9	46.4	65.4

Continued

Appendix Table 1b. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^c	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^c	1994	1995	1996	1997	1998
New Jersey	35.0	42.3	42.7	27.4	42.5	46.1	42.1	39.9	41.6	46.1	44.8	48.3	39.6	46.3	30.3	38.6	35.5	22.2	39.4
New Mexico	29.6	50.4	45.7	50.0	35.6	41.1	46.1	43.3	41.5	29.7	28.2	22.6	30.2	26.4	28.3	28.6	31.8	33.6	39.6
New York	31.3	36.0	33.0	31.8	33.1	34.5	37.4	44.4	35.2	34.0	33.3	36.0	33.7	32.3	35.6	33.2	35.7	23.5	26.6
North Carolina	37.1	44.3	36.7	48.7	36.5	38.6	37.0	33.6	39.6	45.7	29.2	37.3	43.0	40.7	34.1	34.1	37.6	35.5	28.0
North Dakota	54.1	52.3	61.8	63.8	73.2	74.8	69.4	61.7	57.0	64.1	50.4	42.9	47.4	58.0	63.3	50.4	50.1	44.6	49.9
Ohio	44.6	42.3	38.2	28.0	37.0	40.9	41.2	34.2	37.8	39.3	40.9	36.0	34.8	33.9	28.4	33.2	41.7	33.7	27.0
Oklahoma	48.3	49.3	42.9	48.0	43.6	56.9	49.3	43.0	44.3	49.5	40.0	47.6	48.3	49.3	30.9	38.5	38.0	39.1	35.3
Oregon	60.4	68.4	60.6	44.7	44.9	46.3	40.9	53.2	60.8	53.5	66.5	65.0	52.3	41.6	57.5	66.6	72.0	51.9	35.3
Pennsylvania	40.9	40.2	37.7	27.8	27.1	29.2	35.9	36.3	36.1	37.4	47.1	42.5	40.3	29.4	37.6	42.6	33.9	32.2	27.2
Rhode Island	52.8	45.0	51.6	43.9	32.6	38.2	33.1	52.9	41.2	49.5	32.6	51.1	44.1	35.8	39.0	31.8	31.1	26.4	22.1
South Carolina	21.6	38.6	27.1	29.2	29.1	23.9	38.9	18.7	23.3	43.8	32.2	26.1	28.8	47.8	32.4	26.2	40.4	18.2	26.7
South Dakota	67.7	52.3	61.9	51.5	62.3	63.7	59.6	72.1	50.1	57.0	54.0	48.8	47.8	39.6	58.4	59.4	38.7	57.4	30.1
Tennessee	30.3	27.5	40.8	37.3	34.3	26.5	41.3	49.7	37.7	23.7	16.4	40.0	44.8	16.0	28.9	35.1	40.0	40.9	52.2
Texas	50.6	60.7	47.5	46.5	51.4	42.4	41.6	37.6	47.6	50.6	41.2	40.8	40.7	40.8	37.6	42.2	39.4	40.7	31.8
Utah	63.1	62.8	60.2	78.3	70.7	50.3	39.8	61.3	60.8	54.5	58.2	47.5	50.7	52.8	52.9	72.1	61.4	76.5	57.1
Vermont	64.1	62.2	48.7	37.5	73.1	54.9	67.3	56.9	45.2	48.1	57.7	41.6	41.2	60.1	57.2	39.6	36.7	46.8	24.4
Virginia	40.8	45.6	44.8	35.9	37.3	37.1	45.4	44.7	42.5	50.8	52.8	45.4	42.8	31.5	40.6	27.7	31.0	19.8	19.5
Washington	56.3	60.6	52.3	41.6	64.7	57.1	66.7	37.5	52.1	51.4	49.7	64.4	64.2	40.9	60.9	29.0	53.0	35.9	44.5
West Virginia	23.2	24.8	21.7	20.2	28.6	40.9	38.4	25.2	33.8	21.0	34.3	40.0	27.1	23.4	18.2	21.2	20.5	18.4	15.6
Wisconsin	48.1	52.5	36.1	39.7	65.5	50.2	57.0	50.7	60.0	60.6	61.5	59.8	47.2	55.9	36.7	40.2	41.6	46.8	47.9
Wyoming	72.1	72.8	78.1	61.6	55.8	63.3	80.7	46.9	50.7	63.4	45.6	58.1	62.8	71.6	67.5	62.5	63.4	46.7	42.1

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^b Individuals who report that they worked at least 52 hours annually in the previous calendar year, the "employment year," at civilian jobs or businesses, including temporary, part-time, or seasonal work are considered to have been employed.

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 1c. Employment Rates of Non-Institutionalized Civilian Women without a Disability Aged 25 through 61 for the United States and for Each State, and the District of Columbia, Employment Years 1980 through 1998^{a,b}

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^c	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^c	1994	1995	1996	1997	1998
United States	69.3	69.9	69.3	70.7	72.6	73.1	74.4	75.2	76.7	77.0	77.6	77.8	77.6	78.3	79.1	79.7	80.1	80.7	80.8
Alabama	67.3	64.7	67.0	65.5	66.5	66.5	73.1	70.2	70.9	73.2	70.7	73.3	74.0	78.0	79.0	80.9	83.0	82.1	82.4
Alaska	73.2	73.7	74.9	73.3	80.5	80.7	79.1	77.3	79.1	77.5	77.5	80.5	78.8	83.1	81.2	82.1	86.2	80.5	80.3
Arizona	68.1	66.2	72.1	75.0	69.8	73.0	72.8	74.3	77.8	73.9	77.9	77.4	80.1	75.7	77.4	76.0	72.0	77.6	75.5
Arkansas	71.8	71.8	69.4	67.9	73.3	70.5	74.5	77.4	78.0	78.2	78.5	78.8	77.4	80.1	81.2	81.7	82.9	81.3	85.1
California	70.6	71.8	71.3	70.9	72.5	71.6	73.8	73.9	76.3	74.4	73.6	73.2	73.3	73.4	74.9	73.6	74.5	76.0	76.6
Colorado	71.0	73.8	76.6	78.6	78.9	76.2	78.5	79.4	82.7	82.0	80.5	79.7	82.9	82.3	82.6	84.7	84.8	85.0	86.6
Connecticut	72.6	72.3	71.8	78.4	77.7	78.4	76.9	82.4	86.3	85.6	82.3	81.4	79.0	80.8	77.9	81.9	84.8	85.3	83.6
Delaware	66.6	73.2	70.9	72.1	73.6	80.6	80.7	79.3	80.3	82.7	83.1	83.8	80.9	81.4	85.5	84.0	79.5	86.5	86.6
DC	82.6	80.4	82.5	83.1	82.1	84.0	86.7	88.4	83.6	85.8	82.4	85.7	83.6	77.9	84.9	84.3	79.6	81.2	83.6
Florida	70.9	70.0	69.3	71.8	72.6	73.7	76.6	78.1	77.6	77.4	79.0	79.2	79.2	78.2	78.2	79.1	79.3	79.6	79.4
Georgia	74.0	73.7	72.0	74.7	79.9	77.5	81.0	82.8	79.2	78.9	78.5	78.4	77.6	80.0	80.7	79.4	79.6	79.6	80.3
Hawaii	79.2	73.9	76.9	74.0	75.5	77.2	77.5	78.0	75.3	77.5	79.9	78.9	80.3	82.0	85.6	83.0	84.8	84.8	86.2
Idaho	73.5	71.4	70.7	74.5	73.5	73.1	71.5	77.8	83.2	81.9	81.8	78.8	78.5	84.0	85.1	84.0	85.6	81.1	84.7
Illinois	67.9	70.0	68.6	68.4	70.6	70.5	73.1	71.4	74.6	74.9	77.7	77.7	78.7	80.0	80.3	81.7	79.8	82.9	82.7
Indiana	72.4	66.1	71.5	68.6	73.8	76.1	76.9	75.9	77.8	79.2	81.0	80.3	78.9	78.7	82.2	87.4	86.1	85.0	84.6
Iowa	69.1	70.5	74.3	70.6	73.5	75.7	79.9	79.7	82.1	83.5	83.3	85.3	83.6	85.2	90.2	88.2	88.2	87.6	89.4
Kansas	75.0	74.8	75.8	75.7	77.5	78.1	80.3	79.4	82.8	83.1	80.8	83.6	83.8	85.7	83.9	83.0	86.7	85.4	86.6
Kentucky	67.5	64.1	65.1	66.4	68.0	68.0	68.7	69.7	71.5	74.5	78.7	73.6	77.3	74.5	77.0	77.4	79.1	80.2	79.3
Louisiana	63.7	64.3	65.7	65.2	66.3	69.0	66.6	64.6	65.3	66.1	68.3	69.8	66.0	70.9	71.9	80.5	78.0	78.0	75.6
Maine	69.9	74.2	75.4	73.4	76.5	80.7	76.9	75.6	77.0	80.3	80.2	82.7	82.8	81.6	85.8	86.2	89.1	83.5	83.0
Maryland	69.8	71.4	67.0	74.2	78.3	76.2	80.9	82.5	81.8	84.2	82.0	83.0	82.3	83.0	85.1	83.3	84.8	86.1	86.9
Massachusetts	69.0	71.6	71.5	74.2	75.4	77.1	77.3	79.6	80.9	82.3	81.2	81.6	82.6	80.6	82.4	81.1	83.6	84.4	86.3
Michigan	65.3	66.0	64.6	68.7	70.5	68.8	72.7	73.2	75.1	73.8	73.6	74.9	75.3	76.9	79.2	80.6	80.8	81.6	80.0
Minnesota	77.6	79.6	76.8	80.0	81.0	80.4	82.7	86.2	85.5	87.5	84.8	86.0	86.7	88.1	86.5	86.2	85.1	87.6	89.3
Mississippi	66.2	70.3	66.6	70.4	76.6	71.3	70.3	73.4	75.1	75.9	78.4	76.3	74.3	79.1	78.5	77.4	76.9	79.5	82.5
Missouri	73.7	72.9	70.4	72.8	75.5	78.9	74.8	76.9	79.9	78.0	84.7	83.3	78.5	77.3	85.7	87.1	87.5	83.9	87.9
Montana	70.8	69.5	70.3	75.7	76.4	76.1	79.2	77.0	80.7	83.1	80.9	85.9	84.4	86.1	87.3	83.8	83.9	85.6	86.8
Nebraska	74.6	76.4	75.3	74.8	74.0	75.8	77.9	81.4	81.0	82.2	86.1	84.7	84.3	86.6	86.2	89.9	85.3	85.3	86.3
Nevada	77.7	75.8	79.2	77.5	78.1	75.5	83.9	83.7	82.0	76.3	80.6	81.2	75.7	80.4	80.6	81.0	81.6	81.0	77.3
New Hampshire	73.5	76.4	79.3	80.3	79.9	82.8	85.0	77.9	77.6	83.6	85.6	85.1	80.0	80.4	85.4	85.8	83.2	85.7	84.3

Continued

Appendix Table 1c. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^c	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^c	1994	1995	1996	1997	1998
New Jersey	67.2	69.3	68.4	72.2	70.7	72.4	74.0	75.1	77.2	77.6	76.9	76.3	75.7	75.7	77.3	78.8	78.6	78.2	80.8
New Mexico	63.0	65.3	64.3	66.5	69.4	71.0	69.4	73.4	72.7	75.2	72.2	75.1	76.7	76.1	77.3	72.5	72.1	76.4	74.3
New York	63.8	65.7	65.2	66.4	68.1	68.5	69.3	68.4	69.8	72.8	72.6	73.1	73.4	73.9	72.3	72.0	72.8	76.6	76.7
North Carolina	76.2	75.3	73.5	78.7	79.1	79.4	82.9	81.7	82.6	80.6	80.9	81.8	81.7	84.7	82.9	85.5	85.4	82.9	81.7
North Dakota	69.5	69.6	67.4	71.4	75.5	76.2	74.4	77.7	81.4	83.1	82.4	83.8	82.2	85.8	88.6	88.0	89.2	90.6	88.3
Ohio	67.4	67.5	65.1	66.0	68.3	70.0	69.6	72.1	75.1	75.6	77.8	77.5	77.5	78.0	78.0	79.5	81.0	81.4	79.7
Oklahoma	69.7	70.5	72.6	74.3	75.8	78.9	80.2	77.4	77.9	79.0	76.6	77.4	72.3	73.6	75.9	76.7	78.7	79.0	78.7
Oregon	74.3	75.6	74.3	73.0	74.6	75.1	76.5	76.2	82.6	76.9	75.8	80.6	85.3	84.3	81.1	87.0	82.3	82.8	77.3
Pennsylvania	63.9	64.2	60.5	64.3	65.1	70.4	69.1	70.5	73.7	75.4	75.8	75.9	76.7	77.4	77.2	79.2	81.3	81.0	82.4
Rhode Island	76.8	75.9	75.0	76.9	77.3	78.4	78.4	79.0	77.3	78.9	84.7	79.8	79.8	81.3	83.0	83.8	85.6	84.7	84.5
South Carolina	67.9	75.5	71.1	70.8	73.5	77.0	77.7	75.9	77.3	79.7	82.7	80.2	78.9	76.1	78.2	76.9	78.5	83.4	83.1
South Dakota	75.0	72.0	74.1	76.9	81.4	79.5	78.1	84.8	85.3	84.4	85.5	86.8	87.1	85.8	87.1	90.2	90.5	89.0	90.6
Tennessee	68.9	67.5	67.8	70.1	75.1	74.1	74.1	75.7	76.3	77.1	76.7	76.3	78.7	82.1	80.1	80.7	82.8	81.8	78.7
Texas	69.7	69.4	69.7	69.8	74.2	72.7	73.4	75.1	75.1	76.0	76.1	78.0	75.6	76.5	78.0	78.1	78.1	77.7	79.0
Utah	63.1	63.4	66.2	62.3	69.0	71.5	72.7	73.0	77.6	75.8	76.7	79.4	77.9	80.4	77.3	77.6	80.4	77.2	80.9
Vermont	78.5	76.5	77.7	79.0	78.2	82.8	82.8	83.0	86.1	84.9	86.2	84.7	86.9	90.5	85.4	85.9	85.5	87.3	89.2
Virginia	74.4	74.4	72.3	75.2	77.4	76.2	77.6	80.3	76.7	79.4	81.9	83.7	83.5	81.9	85.0	81.7	79.4	79.4	79.1
Washington	67.7	73.5	69.9	71.4	72.5	73.8	72.5	80.4	78.2	78.6	77.9	77.8	78.5	82.5	80.2	82.3	82.9	81.3	80.3
West Virginia	53.8	58.6	56.1	51.4	53.7	52.4	58.3	59.6	60.8	68.3	67.5	63.7	66.0	70.8	67.8	73.5	74.7	75.8	71.8
Wisconsin	74.6	74.4	75.5	75.0	76.6	77.1	78.8	78.6	84.2	81.7	86.4	86.9	86.9	87.9	88.1	88.9	90.6	91.3	88.5
Wyoming	75.6	75.9	74.7	73.5	71.5	77.4	75.8	77.9	79.0	79.1	82.5	83.5	85.6	83.1	82.2	83.2	83.6	80.5	80.9

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^b Individuals who report that they worked at least 52 hours annually in the previous calendar year, the "employment year," at civilian jobs or businesses, including temporary, part-time, or seasonal work are considered to have been employed.

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 1d. Employment of Non-Institutionalized Civilian Women with a Disability Aged 25 through 61 for the United States, and for Each State and the District of Columbia, Employment Years 1980 through 1998^{a,b}

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^c	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^c	1994	1995	1996	1997	1998
United States	28.5	28.1	29.3	28.9	30.2	32.4	32.1	33.9	36.2	37.5	34.9	35.0	34.3	33.4	36.0	33.9	33.9	31.9	29.5
Alabama	22.9	21.8	17.1	6.1	21.3	34.4	30.3	19.3	31.7	22.7	25.2	19.7	17.6	24.2	24.5	15.2	25.1	30.7	27.9
Alaska	40.4	48.5	48.1	44.3	52.7	48.3	46.2	68.2	54.7	47.2	34.4	45.6	38.7	67.5	47.6	46.1	33.1	29.2	42.6
Arizona	24.6	28.1	53.7	33.8	41.7	41.9	41.9	35.8	29.7	45.4	40.0	42.0	26.5	47.8	48.1	48.8	33.1	35.3	30.5
Arkansas	19.8	29.0	20.0	31.7	34.2	25.9	33.9	34.9	38.6	40.0	23.3	42.8	30.9	32.4	31.7	29.6	32.4	28.7	19.7
California	25.2	32.4	32.7	25.4	31.3	40.0	33.9	38.0	43.9	41.5	35.7	34.6	38.7	25.9	39.8	35.5	37.9	31.7	31.2
Colorado	24.0	45.9	41.8	47.9	34.6	65.6	37.3	56.5	40.8	46.2	39.3	39.0	45.4	64.4	57.3	42.8	38.4	37.5	34.4
Connecticut	50.1	37.7	44.3	42.8	54.8	34.9	27.3	48.2	59.0	69.7	33.5	37.3	44.9	48.1	65.9	38.0	36.3	28.1	32.1
Delaware	46.6	33.3	24.0	44.3	35.0	40.8	11.8	27.8	27.0	56.3	40.5	40.5	59.6	49.4	36.2	29.5	18.5	29.3	31.5
DC	29.5	38.1	14.7	16.1	32.6	23.9	26.9	43.2	35.8	17.9	15.0	25.6	38.6	41.6	24.3	23.7	30.8	26.4	38.5
Florida	26.1	31.2	28.8	27.7	30.1	23.8	37.1	41.8	41.2	42.2	35.4	37.7	44.8	36.4	34.3	32.6	30.5	30.2	22.2
Georgia	29.9	37.6	28.6	18.3	44.1	35.6	27.8	31.4	31.4	23.7	22.0	15.5	21.2	33.3	43.6	28.0	28.6	42.3	25.3
Hawaii	21.0	44.2	44.9	30.5	32.4	29.8	44.6	32.1	61.3	33.8	36.4	30.7	37.0	32.2	25.0	54.8	48.2	49.0	33.0
Idaho	43.8	52.4	37.8	59.5	38.4	52.7	33.0	41.3	40.3	45.9	56.1	50.0	44.3	49.1	59.7	34.8	28.2	36.5	42.6
Illinois	27.0	20.3	31.1	26.9	26.9	21.3	22.2	24.6	25.6	38.2	32.1	35.0	31.7	31.2	33.0	41.1	30.4	35.3	26.9
Indiana	28.5	15.2	26.0	34.3	29.5	34.9	24.6	17.4	41.9	63.8	30.7	33.0	40.4	28.4	48.0	33.1	39.8	31.0	13.5
Iowa	21.9	30.8	45.5	15.9	40.0	43.2	48.1	68.2	46.9	34.1	38.7	55.5	36.7	53.8	43.5	60.9	56.3	43.7	44.3
Kansas	42.8	28.9	26.0	54.1	57.5	52.6	48.6	45.2	26.2	53.6	54.8	44.2	52.4	64.0	29.6	33.1	39.2	44.3	52.2
Kentucky	20.3	19.7	22.3	23.6	42.1	25.6	24.4	16.1	32.5	32.5	27.6	25.0	16.5	9.0	30.9	25.1	25.1	18.9	25.5
Louisiana	12.8	21.2	26.4	22.3	32.9	18.5	27.0	10.8	27.9	17.6	31.1	35.5	33.8	14.6	24.5	26.9	18.4	30.4	16.6
Maine	13.8	12.3	53.2	33.7	27.5	29.1	41.6	37.3	27.1	35.9	61.6	49.8	37.4	40.9	31.7	40.2	29.7	44.5	37.4
Maryland	31.1	24.7	30.1	39.9	23.7	35.6	46.8	37.6	34.6	29.6	21.9	21.2	22.8	24.5	35.4	36.7	36.4	37.7	43.1
Massachusetts	41.1	23.4	27.0	23.2	27.6	31.1	34.0	39.8	29.1	43.6	39.7	35.8	39.7	29.4	37.2	23.5	37.0	30.1	29.6
Michigan	27.8	23.2	20.7	31.6	22.9	27.2	32.8	26.0	35.1	33.3	36.4	29.8	30.9	35.3	31.1	41.9	25.5	25.7	27.7
Minnesota	57.7	47.9	45.7	52.8	48.1	47.5	48.9	52.6	68.7	79.9	62.5	66.9	58.4	59.4	70.2	48.8	53.1	56.1	57.1
Mississippi	20.1	19.0	13.1	10.3	17.6	16.9	21.3	26.7	22.9	31.1	28.3	20.8	29.0	26.1	36.2	30.8	13.1	13.2	26.6
Missouri	25.2	23.3	24.0	28.4	23.6	39.2	40.8	47.7	31.8	30.5	51.0	40.6	34.1	27.1	47.8	35.5	49.8	50.7	41.1
Montana	51.8	40.7	33.8	34.9	34.8	52.7	57.7	43.1	42.7	59.9	39.4	54.2	47.8	39.3	36.4	36.9	44.9	48.6	34.9
Nebraska	55.9	39.6	33.7	51.0	53.3	45.4	41.3	45.6	32.7	48.2	44.0	40.9	51.7	47.9	42.2	51.9	35.4	38.0	43.0
Nevada	50.1	29.1	47.6	53.1	34.0	52.5	51.8	47.3	53.5	52.8	43.0	48.8	54.4	46.6	29.8	37.3	43.8	39.6	34.2
New Hampshire	24.7	33.0	33.6	46.1	49.9	31.6	32.3	66.5	27.5	48.0	34.5	55.4	37.3	57.9	66.9	41.4	45.2	36.8	28.0

Continued

Appendix Table 1d. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^c	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^c	1994	1995	1996	1997	1998
New Jersey	26.9	23.7	30.0	36.2	36.6	35.4	33.2	40.8	43.4	35.8	33.1	41.7	26.2	33.5	29.8	28.0	23.7	32.4	31.2
New Mexico	32.3	28.7	42.1	23.2	18.8	28.5	31.0	30.3	31.8	42.2	32.5	32.7	31.5	33.5	35.2	33.1	28.4	33.8	38.3
New York	21.3	20.1	23.6	17.4	20.2	25.3	25.5	26.1	28.1	31.1	35.1	28.5	31.7	28.5	26.5	31.7	29.7	28.6	24.4
North Carolina	28.5	26.4	25.5	27.7	28.1	27.4	37.1	41.2	32.3	36.1	23.0	37.5	37.0	36.0	30.3	29.0	32.5	29.3	18.2
North Dakota	22.4	57.8	44.3	44.6	47.8	45.6	47.5	55.9	37.8	50.4	42.2	46.8	47.8	47.7	55.6	61.7	45.8	45.4	61.4
Ohio	25.1	28.9	22.2	25.4	20.7	29.1	25.5	31.6	33.2	32.4	33.4	27.3	27.7	36.0	30.7	21.9	22.7	32.8	34.4
Oklahoma	33.1	40.0	38.9	24.5	31.4	23.8	24.9	32.0	40.5	39.4	39.5	45.0	21.9	28.9	30.0	35.9	38.6	39.6	40.7
Oregon	30.4	41.3	43.6	50.8	42.4	25.4	29.3	49.4	51.3	44.1	52.4	53.6	49.7	29.6	29.2	53.2	51.6	37.7	34.3
Pennsylvania	27.6	17.7	30.0	25.0	13.3	25.8	22.6	26.3	32.7	35.5	35.8	40.5	32.6	36.4	29.8	26.2	32.3	26.0	25.2
Rhode Island	39.5	21.0	18.0	25.0	31.5	45.4	60.0	51.7	34.1	35.7	46.1	32.7	30.3	49.0	21.6	30.9	23.8	22.0	20.7
South Carolina	25.3	40.1	36.7	27.5	36.3	33.2	25.2	32.5	22.9	43.2	24.0	22.1	15.1	23.2	40.2	8.7	36.2	41.5	23.4
South Dakota	45.9	50.4	45.6	30.5	40.9	52.5	45.3	43.2	32.2	48.0	36.9	58.8	55.0	69.5	54.8	58.5	68.5	58.0	51.5
Tennessee	18.4	23.0	14.8	23.6	25.9	22.9	19.5	23.8	36.9	22.6	14.8	27.3	28.0	28.5	27.7	29.8	34.8	21.3	32.4
Texas	33.8	36.4	38.8	40.0	42.6	38.8	38.4	35.5	44.7	35.2	36.4	36.7	31.2	36.3	34.1	41.3	35.6	27.0	34.6
Utah	44.1	38.7	36.5	39.9	47.1	63.0	41.4	36.0	38.7	32.6	52.3	35.6	47.6	48.2	41.0	57.1	40.4	60.9	45.0
Vermont	37.1	33.2	39.3	33.4	43.1	45.0	39.0	43.5	32.4	56.1	49.0	41.2	42.9	40.0	55.8	64.7	46.6	56.5	45.5
Virginia	36.9	23.8	27.2	19.9	23.3	30.9	38.9	25.4	11.9	36.8	37.3	38.9	43.9	36.2	41.6	33.5	36.1	16.3	21.4
Washington	29.9	42.0	30.1	36.4	30.5	37.0	40.4	39.7	39.4	42.9	43.0	42.4	43.7	28.9	45.2	41.1	48.8	40.5	26.1
West Virginia	32.1	30.7	16.0	20.4	14.1	4.5	27.0	17.6	20.1	24.5	24.7	30.2	12.7	18.9	11.9	18.5	24.3	18.0	11.4
Wisconsin	47.4	40.7	34.0	52.5	60.5	53.0	32.0	55.1	57.4	51.7	37.0	41.4	43.5	58.7	53.3	51.7	44.6	44.9	37.5
Wyoming	53.5	42.3	52.3	51.2	68.2	61.7	19.3	36.1	44.0	60.9	57.8	40.5	31.0	49.2	33.9	59.1	44.5	36.6	48.6

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^b Individuals who report that they worked at least 52 hours annually in the previous calendar year, the "employment year," at civilian jobs or businesses, including temporary, part-time, or seasonal work are considered to have been employed.

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 2a. Estimated Standard Errors for the Employment Rates of Non-Institutionalized Civilian Men without a Disability Aged 25 through 61 without Work Limitations in Appendix Table 1a^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	0.12	0.13	0.15	0.16	0.14	0.14	0.13	0.14	0.14	0.13	0.13	0.14	0.15	0.15	0.15	0.16	0.16	0.15	0.15
Alabama	1.03	0.94	1.32	1.22	1.43	1.67	1.14	1.38	1.12	1.26	1.49	1.28	1.24	1.29	1.29	1.23	1.29	1.36	1.10
Alaska	0.23	0.44	0.32	0.33	0.41	0.34	0.52	0.50	0.43	1.02	0.94	1.14	0.96	1.21	0.96	1.22	1.10	1.10	1.17
Arizona	1.09	0.90	1.24	0.99	1.56	1.37	1.21	1.39	1.26	1.12	1.01	1.20	1.33	1.20	1.14	1.32	1.37	1.30	1.23
Arkansas	1.22	0.94	1.03	1.11	1.19	0.81	1.03	0.94	0.94	1.21	1.42	0.89	0.90	1.29	1.19	1.13	1.35	1.67	1.33
California	0.40	0.50	0.57	0.57	0.55	0.54	0.51	0.56	0.84	0.41	0.44	0.49	0.52	0.58	0.54	0.59	0.58	0.53	0.54
Colorado	0.49	0.67	0.92	0.83	0.87	0.95	1.38	1.23	1.16	1.19	1.00	0.94	1.16	0.95	1.01	1.02	1.16	0.87	0.86
Connecticut	0.69	1.17	0.82	0.76	0.67	0.86	0.76	1.00	0.93	1.22	1.16	1.36	1.43	1.25	1.35	1.36	1.58	1.47	1.38
Delaware	0.85	0.45	0.49	0.65	0.63	0.50	0.46	0.50	0.46	1.19	0.99	1.23	1.06	0.95	0.83	1.13	1.41	0.80	1.30
DC	1.81	0.96	1.04	1.13	0.86	0.93	0.61	0.49	0.62	1.78	2.00	1.78	2.15	2.03	2.19	2.24	2.01	2.10	1.76
Florida	0.66	1.03	0.99	0.96	0.58	0.55	0.50	0.49	0.52	0.56	0.63	0.58	0.60	0.69	0.63	0.74	0.75	0.69	0.68
Georgia	0.77	0.90	1.08	1.08	1.40	1.25	1.00	0.97	1.25	1.04	1.06	1.20	1.06	0.96	0.99	1.10	1.08	0.94	0.80
Hawaii	0.77	0.78	0.91	0.74	0.77	0.75	0.85	0.90	0.86	1.26	1.06	1.09	1.20	1.68	1.43	1.78	1.71	2.12	1.72
Idaho	0.44	0.60	0.67	0.53	0.58	0.48	0.54	0.44	0.34	0.76	0.77	0.87	0.87	0.91	0.64	1.03	0.88	0.86	0.82
Illinois	0.61	0.61	0.74	0.89	0.62	0.73	0.66	0.68	0.62	0.63	0.53	0.69	0.73	0.73	0.65	0.74	0.73	0.73	0.66
Indiana	0.89	1.10	0.93	1.05	1.21	1.11	1.29	1.17	1.54	1.35	0.84	1.17	1.05	0.97	1.17	1.18	1.13	1.00	0.98
Iowa	0.80	0.97	1.23	1.08	1.04	0.95	0.81	0.58	0.55	0.82	0.87	0.65	0.67	1.14	0.86	0.88	0.91	0.91	0.94
Kansas	0.74	0.94	0.78	1.15	0.75	0.74	0.63	0.85	0.51	1.01	0.78	0.45	0.72	0.61	1.09	1.05	0.86	0.95	1.02
Kentucky	1.09	1.31	1.43	1.44	1.42	1.46	1.22	1.32	1.45	1.09	1.18	1.31	1.17	1.25	1.34	1.35	1.04	1.08	1.34
Louisiana	0.71	0.73	1.12	1.34	1.75	1.77	1.49	1.76	1.37	1.64	1.28	1.41	1.29	1.44	1.44	1.42	1.44	1.30	1.50
Maine	0.99	0.66	0.71	0.77	0.48	0.61	0.72	0.82	0.45	0.98	0.93	1.25	1.08	1.23	1.07	1.29	1.29	1.37	1.09
Maryland	1.07	0.99	1.34	1.32	1.03	1.04	0.93	1.03	1.10	0.91	1.07	1.04	1.46	1.20	1.35	1.35	1.39	1.09	1.48
Massachusetts	0.57	0.74	0.77	0.60	0.44	0.41	0.36	0.42	0.35	0.49	0.67	0.71	0.63	0.63	0.73	0.98	0.85	0.79	0.81
Michigan	0.77	0.96	1.08	1.14	0.75	0.68	0.66	0.64	0.58	0.73	0.75	0.65	0.64	0.68	0.74	0.76	0.61	0.76	0.65
Minnesota	0.82	0.93	0.97	1.08	0.91	0.87	0.83	1.14	1.09	0.92	0.69	0.87	0.78	0.86	0.83	0.91	0.81	0.93	1.13
Mississippi	0.76	0.80	1.03	1.23	0.98	1.25	1.18	1.16	0.92	1.24	1.20	1.20	1.03	0.90	1.23	1.82	1.33	1.50	1.64
Missouri	0.97	0.93	1.20	1.21	1.11	1.18	1.15	1.34	1.52	1.24	1.11	1.15	1.39	1.08	1.62	1.06	1.32	1.33	1.01
Montana	0.46	0.46	0.64	0.51	0.39	0.59	0.49	0.58	0.47	1.07	0.99	0.96	1.08	0.88	1.26	1.28	0.98	1.05	1.12
Nebraska	0.66	0.47	0.63	0.34	0.37	0.50	0.59	0.54	0.61	0.82	0.77	1.03	0.62	0.60	0.89	0.72	0.96	0.85	1.02
Nevada	0.38	0.46	0.56	0.85	0.65	0.81	0.63	0.87	0.60	1.16	0.71	0.99	1.23	0.87	1.07	1.15	1.58	1.25	1.29
New Hampshire	0.46	0.48	0.51	0.54	0.52	0.70	0.39	0.58	0.54	0.92	0.94	0.97	1.05	1.26	1.13	0.91	0.90	1.13	1.10

Continued

Appendix Table 2a. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	0.69	0.63	0.80	0.72	0.40	0.41	0.33	0.36	0.40	0.50	0.48	0.59	0.70	0.74	0.63	0.85	0.74	0.82	0.67
New Mexico	0.76	0.77	0.98	0.90	0.93	0.78	0.70	0.83	0.88	1.22	1.35	1.18	1.51	1.35	1.22	1.68	1.50	1.30	1.47
New York	0.57	0.52	0.66	0.69	0.50	0.46	0.48	0.47	0.66	0.50	0.49	0.57	0.61	0.65	0.60	0.71	0.68	0.67	0.67
North Carolina	0.79	0.90	1.38	1.01	0.43	0.42	0.37	0.37	0.37	0.51	0.52	0.51	0.60	0.56	0.59	0.79	0.82	0.66	0.85
North Dakota	0.33	0.45	0.45	0.48	0.36	0.38	0.40	0.34	0.28	0.68	1.15	1.02	0.74	0.78	0.56	0.95	0.79	0.80	1.20
Ohio	0.52	0.78	0.88	0.93	0.65	0.61	0.60	0.55	0.53	0.58	0.57	0.62	0.64	0.60	0.56	0.65	0.68	0.65	0.67
Oklahoma	0.95	0.81	0.83	1.19	0.80	1.24	1.35	1.26	1.38	1.07	1.18	1.22	1.09	1.07	1.39	1.00	1.00	1.16	1.35
Oregon	1.18	1.05	1.09	1.21	1.52	1.66	1.51	1.28	0.95	1.22	1.20	1.22	1.15	1.36	1.29	0.86	1.05	1.08	1.33
Pennsylvania	0.59	0.69	0.90	0.99	0.65	0.59	0.60	0.66	0.50	0.58	0.63	0.59	0.73	0.74	0.59	0.66	0.64	0.66	0.64
Rhode Island	0.75	0.69	0.89	0.86	0.78	0.63	0.74	0.94	0.47	1.13	1.43	1.29	1.49	1.43	1.63	1.36	1.33	1.12	1.18
South Carolina	1.60	1.12	1.37	1.33	0.82	1.01	0.86	0.87	0.75	0.72	1.17	1.03	1.18	1.28	1.11	1.63	1.18	0.96	1.14
South Dakota	0.44	0.45	0.49	0.45	0.35	0.39	0.36	0.31	0.27	0.97	0.75	0.80	0.95	1.00	0.77	0.76	1.06	1.44	0.77
Tennessee	1.02	1.31	1.51	1.61	1.62	1.23	1.40	1.29	1.43	1.21	0.92	1.26	1.47	1.11	1.02	1.42	1.46	1.28	1.47
Texas	0.45	0.56	0.69	0.67	0.64	0.65	0.67	0.64	0.59	0.49	0.54	0.53	0.58	0.56	0.54	0.55	0.60	0.57	0.59
Utah	0.51	0.47	0.70	0.69	0.77	0.66	0.59	0.78	0.76	1.02	0.84	0.71	0.85	0.75	0.87	1.02	1.02	0.87	0.92
Vermont	0.50	0.25	0.43	0.41	0.57	0.27	0.43	0.31	0.38	0.66	1.21	1.04	1.08	1.00	1.24	1.02	1.37	0.94	0.73
Virginia	0.74	1.48	1.14	1.26	0.97	1.10	0.85	0.96	0.80	0.72	0.94	0.85	0.87	0.81	0.58	1.22	1.14	0.87	1.14
Washington	0.80	1.11	1.26	1.25	1.71	1.39	1.31	1.29	1.07	1.03	0.98	1.27	1.18	1.13	1.10	1.17	1.04	1.35	1.11
West Virginia	1.05	0.91	1.04	1.46	1.26	1.36	1.31	1.28	1.01	1.43	1.68	1.59	1.77	1.75	1.46	1.41	1.51	1.50	1.37
Wisconsin	0.66	1.14	1.35	1.38	1.38	1.23	1.02	1.22	0.81	0.76	0.69	0.84	0.78	0.82	0.83	0.84	0.53	0.83	1.17
Wyoming	0.22	0.35	0.37	0.50	0.47	0.29	0.37	0.45	0.49	1.11	0.73	1.20	0.85	1.52	1.08	0.75	0.95	1.16	1.05

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 2a. Estimated Standard Errors for the Employment Rates of Non-Institutionalized Civilian Men without a Disability Aged 25 through 61 with Work Limitations in Appendix Table 1b^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	1.13	1.18	1.19	1.16	1.13	1.13	1.12	1.14	1.24	1.15	1.15	1.11	1.08	1.03	1.05	1.14	1.15	1.16	1.13
Alabama	8.15	7.51	6.75	7.14	12.90	10.32	7.71	10.26	8.61	7.83	7.52	6.45	7.41	6.73	7.15	7.58	7.19	6.95	8.99
Alaska	2.32	3.45	3.13	3.14	4.45	4.05	3.72	4.50	3.49	11.50	9.91	10.23	9.08	8.43	7.81	9.36	8.68	8.58	10.71
Arizona	9.84	9.05	8.33	10.80	13.62	10.39	9.70	9.58	10.08	9.37	10.88	10.49	8.35	9.07	9.48	10.26	8.44	10.26	9.85
Arkansas	7.18	6.65	7.44	7.80	6.08	5.95	6.05	6.68	6.97	9.09	8.06	7.99	8.56	6.72	7.15	5.95	6.30	6.32	7.99
California	3.74	3.92	4.18	4.22	4.53	4.49	4.46	4.50	7.05	3.71	3.77	3.83	3.39	3.56	3.56	3.60	3.71	4.06	3.70
Colorado	9.72	10.51	8.40	8.53	11.27	11.35	9.36	11.40	10.29	9.20	11.41	9.80	8.74	11.63	10.21	9.33	10.01	10.67	9.50
Connecticut	10.52	9.00	12.56	12.23	10.98	11.40	15.15	10.66	14.45	15.96	15.04	12.09	11.88	11.76	12.68	12.41	12.53	8.84	8.59
Delaware	7.27	4.56	5.14	5.38	4.50	5.42	5.26	6.03	4.54	10.36	11.62	10.31	9.21	10.02	9.39	10.90	12.17	12.31	13.48
DC	7.55	3.38	4.52	4.33	3.96	4.18	4.50	5.17	4.22	10.71	7.59	10.49	10.67	9.39	10.13	8.23	9.35	7.52	8.04
Florida	5.95	6.97	6.49	6.75	4.25	4.56	4.53	4.36	3.73	4.76	4.71	4.34	4.56	4.11	4.08	4.47	4.51	4.45	4.45
Georgia	6.46	8.63	9.10	9.41	11.33	10.04	10.57	12.66	10.72	9.43	9.14	7.36	8.47	6.54	7.05	6.44	7.82	7.86	7.40
Hawaii	6.99	4.89	5.74	6.04	5.63	5.38	5.55	7.71	6.65	10.18	14.53	9.72	9.69	9.37	10.13	14.04	10.90	11.70	12.36
Idaho	5.66	7.12	5.48	5.05	4.28	4.34	4.64	4.49	6.25	7.90	9.21	8.20	8.83	9.84	7.95	8.25	9.51	8.07	10.48
Illinois	5.70	7.18	7.79	6.90	5.52	6.13	5.57	5.24	5.37	5.48	5.35	5.26	4.57	4.70	5.36	5.78	5.42	5.71	5.60
Indiana	9.65	8.20	8.03	9.02	12.06	10.04	9.01	9.22	14.13	11.81	10.73	9.79	12.52	11.35	10.17	9.08	9.22	10.91	8.54
Iowa	12.12	11.00	11.18	10.21	9.96	9.07	8.83	9.32	8.85	10.38	10.77	10.15	8.96	8.81	8.48	11.36	10.97	12.19	9.91
Kansas	10.62	13.27	12.40	11.11	10.13	9.29	8.99	10.34	8.75	10.30	13.05	11.12	9.69	8.87	8.38	8.62	9.43	10.77	10.90
Kentucky	8.44	8.93	10.68	9.15	8.87	8.91	9.61	6.17	8.43	8.00	6.96	6.03	6.36	5.54	6.28	6.29	8.04	6.71	7.11
Louisiana	7.17	7.30	6.51	7.20	13.02	10.45	10.57	10.63	8.69	7.96	8.26	11.61	8.59	5.62	7.25	7.16	7.08	6.61	6.31
Maine	7.04	5.51	5.57	5.52	5.34	5.30	5.27	5.64	4.89	9.21	9.27	8.13	7.02	8.11	7.25	8.81	8.83	8.10	8.73
Maryland	10.93	10.46	10.35	9.82	8.75	11.24	10.47	11.45	11.45	11.77	13.58	11.06	10.49	7.43	9.70	8.85	10.80	12.07	11.44
Massachusetts	6.57	7.32	7.20	7.01	4.26	3.74	4.64	4.33	3.55	5.71	4.84	4.95	5.46	4.75	4.63	6.00	6.23	5.95	6.82
Michigan	5.91	6.58	6.26	6.05	3.81	3.98	4.35	4.34	4.05	4.45	4.69	4.72	4.59	4.26	4.54	5.99	5.74	5.45	5.48
Minnesota	10.70	11.56	10.57	9.45	11.61	10.71	11.09	10.55	9.77	8.59	8.77	8.01	8.19	7.95	10.21	12.52	10.12	9.54	10.97
Mississippi	6.68	7.45	6.85	6.09	6.69	7.42	6.98	6.44	6.32	8.11	6.79	6.49	8.70	8.22	8.30	8.73	7.75	8.37	6.78
Missouri	7.92	7.88	8.25	8.09	10.09	10.28	10.34	10.18	11.10	9.53	9.71	10.10	9.54	6.69	8.48	11.97	11.60	9.52	9.32
Montana	5.26	6.90	4.57	4.51	4.54	4.02	3.94	3.84	3.67	7.78	8.39	8.84	8.99	8.95	8.98	7.95	7.30	7.23	7.32
Nebraska	10.46	8.31	7.91	8.04	6.28	10.49	7.75	6.76	6.46	12.62	9.96	9.71	11.35	11.79	9.76	11.34	10.24	10.65	11.76
Nevada	5.16	7.29	7.14	7.80	7.95	7.17	7.29	6.31	5.72	12.35	12.96	10.21	9.89	7.85	10.16	10.62	12.20	11.63	10.14
New Hampshire	9.49	5.63	6.40	6.59	6.91	8.57	7.01	7.03	6.11	10.54	11.23	9.51	10.06	8.07	9.55	9.79	9.25	12.29	11.31

Continued

Appendix Table 2b. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	7.65	7.74	8.22	7.48	4.45	4.74	4.36	4.90	4.73	6.71	6.59	6.86	5.95	5.46	5.23	7.56	6.28	6.53	7.05
New Mexico	4.96	5.18	5.90	5.54	5.48	6.35	5.73	5.39	5.12	7.86	7.95	7.78	7.11	6.35	7.04	7.67	7.21	7.64	9.18
New York	4.66	4.89	5.01	4.55	3.47	3.42	4.08	3.88	5.11	4.02	3.78	3.95	3.60	3.41	3.62	4.24	4.05	3.92	3.72
North Carolina	7.27	7.65	8.38	8.42	3.32	3.14	3.41	3.40	3.38	4.98	4.40	4.53	4.83	4.55	4.61	6.34	7.13	6.13	5.87
North Dakota	5.17	5.35	5.14	5.43	4.37	3.98	3.89	3.89	3.97	8.40	9.02	9.45	11.15	10.21	10.04	11.97	11.41	11.06	12.99
Ohio	5.11	6.11	6.03	5.37	4.40	4.91	4.55	4.38	3.95	4.76	4.76	4.55	4.65	4.61	4.49	5.11	5.50	5.62	5.01
Oklahoma	10.69	8.65	8.88	8.60	11.51	9.74	8.83	10.54	7.58	8.64	8.07	7.79	8.92	7.61	7.58	8.27	8.52	8.10	7.74
Oregon	9.96	8.23	8.44	9.11	11.16	9.46	8.77	8.58	8.35	10.97	9.32	8.77	10.21	9.79	9.78	9.73	9.47	11.68	10.15
Pennsylvania	4.69	5.95	5.96	5.18	3.98	4.09	4.19	5.07	4.37	5.43	5.41	4.63	4.36	4.71	4.52	5.18	4.63	4.74	4.94
Rhode Island	8.79	6.77	6.34	6.20	6.91	6.64	6.74	6.85	5.78	11.80	9.93	10.19	9.60	10.98	8.71	9.49	9.67	8.76	8.37
South Carolina	7.65	11.07	8.14	7.91	7.22	6.99	7.40	6.84	7.25	7.21	7.26	6.43	6.80	7.77	5.94	7.95	12.07	9.10	8.51
South Dakota	6.15	4.67	4.63	5.30	3.81	3.63	4.22	4.04	3.60	9.35	9.50	8.62	7.50	8.82	9.75	10.03	10.13	10.58	9.86
Tennessee	8.22	8.34	8.70	8.93	9.35	8.11	9.58	10.37	8.85	7.07	6.28	7.63	6.90	5.14	6.09	7.94	7.50	8.66	9.85
Texas	5.01	6.80	7.11	6.18	6.16	6.28	5.69	5.72	5.76	4.66	5.30	4.94	4.95	5.00	4.63	5.12	5.94	4.92	4.77
Utah	6.46	6.90	7.82	7.51	8.09	8.16	9.04	10.14	7.87	12.07	11.73	12.72	11.22	9.09	10.33	10.12	10.90	8.46	11.03
Vermont	4.48	4.21	5.29	4.37	4.40	5.15	4.79	4.46	4.71	12.42	10.20	9.67	8.91	9.78	10.24	9.92	9.20	9.62	9.88
Virginia	8.39	13.52	12.27	12.92	9.59	9.96	10.52	9.71	9.33	8.91	8.89	9.26	9.02	7.73	7.69	7.63	8.34	7.39	8.76
Washington	7.71	10.37	10.88	11.11	12.30	10.28	10.41	12.96	11.23	8.96	7.96	8.24	8.87	9.01	8.76	8.81	9.42	10.28	10.10
West Virginia	6.11	4.42	4.49	4.10	5.26	5.76	5.67	5.32	5.28	6.22	7.69	7.52	6.19	6.08	4.97	5.77	4.83	5.27	5.33
Wisconsin	8.64	12.36	11.74	13.11	10.34	13.43	12.46	12.21	10.08	9.52	9.53	9.49	8.33	8.31	9.76	11.33	9.15	8.60	8.18
Wyoming	4.25	4.50	4.08	5.07	5.09	4.37	3.95	4.99	4.05	9.77	11.15	10.03	11.03	9.53	10.22	9.61	7.95	10.47	9.52

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 2a. Estimated Standard Errors for the Employment Rates of Non-Institutionalized Civilian Women without a Disability Aged 25 through 61 without Work Limitations in Appendix Table 1c^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	0.30	0.31	0.31	0.31	0.30	0.29	0.29	0.28	0.30	0.28	0.27	0.27	0.27	0.27	0.26	0.28	0.28	0.27	0.27
Alabama	2.57	2.49	2.43	2.45	3.00	2.95	2.73	2.90	2.62	2.46	2.54	2.45	2.43	2.34	2.27	2.21	2.08	2.11	2.08
Alaska	0.57	0.80	0.74	0.71	0.82	0.82	0.85	0.89	0.82	2.16	2.13	2.02	2.08	1.79	1.82	2.10	1.85	2.15	2.18
Arizona	2.73	2.72	2.57	2.49	3.06	2.95	2.84	2.65	2.36	2.54	2.35	2.34	2.21	2.38	2.25	2.37	2.39	2.22	2.19
Arkansas	2.49	2.29	2.41	2.37	2.20	2.30	2.12	2.00	1.81	2.28	2.32	2.32	2.44	2.24	2.15	2.25	2.16	2.24	2.03
California	0.94	1.06	1.05	1.04	1.17	1.16	1.11	1.10	1.60	0.94	0.94	0.93	0.92	0.92	0.90	1.01	0.99	0.96	0.94
Colorado	1.95	2.30	2.16	2.01	2.63	2.62	2.57	2.55	2.17	2.21	2.34	2.37	2.23	2.15	2.08	2.00	2.01	1.94	1.83
Connecticut	2.45	2.53	2.50	2.32	2.42	2.34	2.41	2.24	2.22	2.22	2.35	2.36	2.52	2.42	2.57	2.34	2.14	2.18	2.25
Delaware	2.10	1.31	1.32	1.25	1.26	1.11	1.10	1.13	1.01	2.25	2.19	2.12	2.25	2.28	2.05	2.24	2.45	2.11	2.05
DC	2.16	1.21	1.20	1.24	1.08	1.02	0.90	0.90	0.92	2.23	2.44	2.24	2.44	2.63	2.19	2.08	2.44	2.41	2.27
Florida	1.48	1.89	1.87	1.80	1.21	1.17	1.11	1.04	0.97	1.17	1.12	1.11	1.08	1.09	1.09	1.22	1.21	1.20	1.21
Georgia	2.03	2.42	2.45	2.30	2.94	2.99	2.74	2.68	2.57	2.26	2.18	2.19	2.21	2.05	2.00	1.98	1.99	1.93	1.84
Hawaii	1.67	1.45	1.38	1.42	1.44	1.37	1.38	1.34	1.30	2.39	2.29	2.30	2.24	2.11	2.01	2.37	2.25	2.26	2.20
Idaho	1.53	1.56	1.54	1.45	1.29	1.36	1.34	1.25	1.04	2.10	2.10	2.19	2.20	1.85	1.81	2.07	1.90	2.12	1.96
Illinois	1.43	1.69	1.71	1.72	1.38	1.34	1.31	1.34	1.19	1.29	1.21	1.19	1.18	1.15	1.14	1.24	1.29	1.23	1.22
Indiana	2.01	2.30	2.18	2.25	2.52	2.42	2.32	2.35	2.88	2.34	2.24	2.23	2.28	2.29	2.16	1.88	1.94	1.99	1.95
Iowa	2.60	2.53	2.46	2.45	2.17	2.16	2.00	1.97	1.71	2.02	2.07	1.94	1.99	1.97	1.66	1.83	1.81	1.88	1.80
Kansas	2.30	2.49	2.39	2.36	2.01	2.01	1.94	1.87	1.58	2.03	2.12	1.94	1.96	1.89	2.05	2.25	2.02	2.11	1.97
Kentucky	2.72	3.17	3.08	2.96	2.90	2.98	2.90	2.79	2.63	2.43	2.32	2.50	2.33	2.44	2.36	2.36	2.24	2.19	2.23
Louisiana	2.48	2.45	2.36	2.31	3.48	3.35	3.39	3.35	3.00	2.74	2.68	2.71	2.67	2.62	2.58	2.13	2.24	2.17	2.27
Maine	2.09	1.57	1.52	1.51	1.45	1.43	1.51	1.50	1.31	2.21	2.19	2.11	2.11	2.21	2.02	2.07	1.92	2.20	2.20
Maryland	2.60	2.30	2.44	2.27	2.22	2.24	2.05	1.96	2.59	2.08	2.18	2.07	2.10	2.13	1.98	2.15	2.05	1.93	1.90
Massachusetts	1.62	1.71	1.72	1.65	0.93	0.90	0.89	0.85	0.76	1.12	1.14	1.15	1.11	1.15	1.10	1.58	1.49	1.48	1.38
Michigan	1.69	1.86	1.86	1.83	1.23	1.26	1.20	1.19	1.05	1.30	1.30	1.27	1.26	1.23	1.18	1.40	1.40	1.38	1.42
Minnesota	2.38	2.44	2.52	2.33	2.72	2.73	2.60	2.31	2.12	1.91	2.00	1.98	1.90	1.83	1.91	1.90	1.93	1.76	1.68
Mississippi	2.38	2.19	2.21	2.14	2.11	2.20	2.20	2.13	1.93	2.32	2.28	2.35	2.38	2.18	2.19	2.27	2.31	2.25	2.10
Missouri	2.09	2.41	2.43	2.34	2.57	2.47	2.62	2.52	2.73	2.37	2.04	2.11	2.36	2.39	2.10	1.93	1.96	2.14	1.85
Montana	1.43	1.40	1.42	1.34	1.15	1.15	1.09	1.15	0.98	2.02	2.13	1.87	1.99	1.87	1.82	2.11	2.02	1.92	1.84
Nebraska	2.52	1.84	1.89	1.91	1.56	1.55	1.48	1.38	1.29	1.98	1.81	1.87	1.87	1.80	1.77	1.79	2.08	2.08	2.02
Nevada	1.30	1.53	1.46	1.52	1.67	1.64	1.36	1.41	1.27	2.38	2.24	2.19	2.34	2.08	2.00	2.39	2.24	2.18	2.29
New Hampshire	2.04	1.57	1.48	1.42	1.62	1.50	1.42	1.59	1.42	2.29	2.14	2.09	2.42	2.50	2.18	2.25	2.41	2.27	2.31

Continued

Appendix Table 2c. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	1.72	1.91	1.90	1.76	1.07	1.05	1.01	1.00	0.87	1.18	1.19	1.21	1.22	1.20	1.18	1.46	1.47	1.44	1.36
New Mexico	1.73	1.86	1.78	1.78	1.64	1.62	1.63	1.53	1.42	2.34	2.44	2.34	2.28	2.29	2.18	2.49	2.49	2.29	2.41
New York	1.19	1.29	1.26	1.24	0.94	0.93	0.92	0.93	1.33	0.96	0.96	0.95	0.94	0.93	0.96	1.11	1.10	1.07	1.05
North Carolina	1.98	2.26	2.31	2.14	0.88	0.85	0.78	0.80	0.71	1.14	1.11	1.07	1.06	0.99	1.03	1.44	1.43	1.51	1.54
North Dakota	1.30	1.37	1.34	1.28	1.01	0.97	1.02	0.98	0.82	2.02	2.02	1.96	2.06	1.93	1.71	1.91	1.85	1.74	1.88
Ohio	1.50	1.70	1.69	1.71	1.28	1.25	1.24	1.21	1.06	1.24	1.18	1.19	1.18	1.18	1.18	1.40	1.35	1.32	1.38
Oklahoma	2.99	2.42	2.36	2.23	2.37	2.22	2.18	2.27	2.08	2.24	2.33	2.33	2.46	2.40	2.30	2.28	2.18	2.21	2.20
Oregon	2.93	2.36	2.41	2.47	2.69	2.65	2.60	2.76	2.15	2.49	2.63	2.31	2.04	2.09	2.25	2.01	2.29	2.16	2.33
Pennsylvania	1.46	1.66	1.66	1.63	1.36	1.31	1.31	1.29	1.10	1.21	1.21	1.22	1.21	1.21	1.21	1.30	1.24	1.25	1.21
Rhode Island	2.35	1.62	1.71	1.61	1.63	1.57	1.55	1.51	1.45	2.57	2.28	2.45	2.53	2.40	2.36	2.50	2.21	2.29	2.30
South Carolina	2.75	2.29	2.37	2.35	2.08	2.02	2.02	1.95	1.78	1.99	1.89	1.96	1.99	2.07	2.02	2.49	2.42	2.18	2.13
South Dakota	1.29	1.22	1.21	1.17	0.84	0.89	0.88	0.76	0.66	1.89	1.85	1.80	1.76	1.80	1.73	1.73	1.70	1.91	1.72
Tennessee	2.31	2.81	2.87	2.78	2.89	2.92	2.95	2.74	2.50	2.25	2.26	2.26	2.15	1.96	1.99	2.20	2.14	2.16	2.23
Texas	1.34	1.68	1.64	1.61	1.53	1.53	1.51	1.47	1.34	1.20	1.21	1.17	1.20	1.17	1.12	1.20	1.16	1.17	1.13
Utah	1.66	1.96	1.93	1.94	1.99	1.91	1.84	1.82	1.55	2.53	2.47	2.34	2.36	2.17	2.37	2.42	2.21	2.29	2.15
Vermont	1.34	1.14	1.17	1.13	1.17	1.04	1.04	1.02	0.85	2.15	2.05	2.18	1.99	1.76	2.05	2.09	2.21	2.10	1.88
Virginia	2.22	3.00	3.08	2.94	2.56	2.62	2.53	2.35	2.25	1.95	1.85	1.79	1.74	1.80	1.65	2.05	2.14	2.13	2.15
Washington	2.50	2.84	2.86	2.86	3.18	3.09	3.21	2.73	2.51	2.23	2.23	2.23	2.17	2.03	2.17	2.30	2.20	2.16	2.21
West Virginia	2.74	2.02	2.07	2.07	2.09	2.12	2.07	2.04	1.92	2.66	2.64	2.73	2.80	2.62	2.64	2.34	2.37	2.31	2.44
Wisconsin	2.22	3.00	2.97	2.98	2.71	2.61	2.50	2.46	2.03	2.07	1.81	1.76	1.77	1.68	1.64	1.67	1.55	1.53	1.74
Wyoming	1.01	1.15	1.16	1.15	1.28	1.19	1.22	1.21	1.08	2.65	2.45	2.48	2.32	2.42	2.36	2.14	2.08	2.26	2.24

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 2a. Estimated Standard Errors for the Employment Rates of Non-Institutionalized Civilian Women without a Disability Aged 25 through 61 with Work Limitations in Appendix Table 1d^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	1.03	1.07	1.11	1.09	1.08	1.11	1.10	1.14	1.24	1.17	1.12	1.11	1.10	1.04	1.03	1.10	1.09	1.07	1.07
Alabama	6.97	7.26	7.28	4.42	8.38	8.67	9.23	8.19	9.37	7.56	7.07	7.08	7.52	6.56	7.25	6.37	7.44	6.91	6.98
Alaska	2.28	3.86	3.88	3.60	5.10	4.81	3.77	4.11	5.42	11.17	11.27	9.18	10.81	7.99	9.74	11.88	10.04	8.11	9.60
Arizona	8.76	9.19	9.63	7.77	11.02	10.36	10.05	13.13	10.39	11.29	11.60	10.36	9.03	8.89	9.62	9.54	7.56	8.31	9.47
Arkansas	5.73	6.40	5.50	6.58	7.14	6.48	6.86	6.70	6.19	9.18	7.97	8.33	7.31	7.71	7.71	6.91	7.70	7.33	6.43
California	3.17	3.68	3.74	3.60	4.25	4.44	4.19	4.47	6.92	3.96	3.70	3.80	3.52	3.24	3.48	3.84	3.84	3.59	3.70
Colorado	7.85	10.58	10.20	11.47	10.89	13.86	10.85	10.48	10.49	11.16	11.08	8.81	10.93	10.97	10.37	8.79	10.07	9.16	8.43
Connecticut	10.57	12.44	11.10	11.41	11.05	10.88	11.48	11.61	11.18	14.61	12.38	12.00	10.97	10.34	13.98	13.65	12.06	11.07	9.57
Delaware	7.12	4.23	4.65	7.25	5.01	4.97	3.40	5.05	4.20	11.52	13.10	12.51	11.36	12.38	10.48	9.14	8.44	10.55	11.01
DC	8.83	5.03	3.39	3.60	4.30	4.13	4.18	4.32	4.14	8.43	8.79	10.04	11.41	10.65	8.51	8.07	7.84	10.17	10.48
Florida	4.98	6.13	5.75	5.54	4.19	3.86	4.56	4.65	4.41	5.40	5.11	4.64	5.00	4.77	4.10	4.41	4.49	4.68	4.51
Georgia	6.30	9.23	8.35	6.83	11.17	11.35	9.79	9.82	8.85	7.24	7.70	6.05	7.13	7.95	7.67	6.59	7.54	8.43	6.81
Hawaii	6.03	6.88	6.60	5.63	6.63	6.45	6.62	7.63	7.72	11.11	11.79	11.44	10.43	11.18	10.30	14.87	13.55	12.49	14.41
Idaho	5.80	5.43	5.82	5.57	5.39	4.88	5.22	5.32	4.20	9.71	9.12	9.06	10.05	11.16	8.59	8.49	8.18	8.40	9.76
Illinois	5.25	5.67	6.66	6.35	4.77	4.82	4.97	5.21	4.60	5.34	5.04	6.10	4.84	4.62	4.60	5.54	5.30	5.18	5.45
Indiana	7.31	6.10	7.96	8.04	8.67	9.09	8.04	8.26	13.59	11.46	10.92	10.06	10.11	8.83	8.10	8.68	9.71	8.17	7.20
Iowa	7.39	9.18	12.15	10.21	9.71	9.32	8.74	9.48	9.94	9.49	10.36	11.59	10.09	11.55	11.66	10.36	10.11	10.14	12.21
Kansas	8.53	10.34	9.87	11.38	11.22	9.59	11.34	9.79	8.45	9.79	10.46	12.08	12.06	9.07	9.39	11.45	10.83	9.09	9.79
Kentucky	8.46	8.26	8.65	11.43	11.84	9.13	8.33	6.93	8.42	8.98	6.51	6.79	6.52	4.91	6.16	6.07	6.84	5.73	6.73
Louisiana	6.08	5.83	7.49	7.20	10.49	8.36	9.50	6.69	9.05	6.95	9.22	8.82	8.24	5.64	8.54	7.24	6.76	8.90	6.30
Maine	5.46	4.89	6.47	5.69	5.63	4.82	5.50	4.89	4.43	9.96	11.09	10.38	8.60	8.45	6.97	9.48	8.81	8.64	8.96
Maryland	9.78	8.64	8.87	10.55	8.81	9.72	11.15	11.12	12.23	10.13	8.15	8.83	10.97	9.47	10.74	11.63	10.88	11.51	10.67
Massachusetts	6.49	5.85	7.81	6.13	3.83	3.91	4.27	4.06	3.62	5.06	5.04	5.15	5.25	5.05	4.92	5.44	6.62	6.47	6.67
Michigan	5.35	5.29	5.44	5.41	3.44	3.82	3.84	4.02	3.61	4.39	4.51	4.32	4.40	4.44	4.36	5.47	4.68	4.77	5.18
Minnesota	10.33	12.27	11.45	11.75	12.88	13.16	11.98	13.03	14.77	9.49	9.85	9.41	10.02	9.36	10.07	11.40	10.10	10.47	10.86
Mississippi	5.51	5.30	4.90	4.25	5.36	5.69	6.11	6.74	5.33	7.45	6.77	6.65	7.39	7.14	7.58	7.57	5.38	5.35	8.37
Missouri	7.23	8.80	9.21	9.00	8.67	10.33	10.43	10.78	11.92	10.49	9.28	10.42	9.01	8.80	8.80	9.72	8.21	9.51	10.07
Montana	5.82	5.93	5.09	4.61	4.77	4.35	5.06	4.58	4.16	10.35	9.40	8.50	9.65	8.54	8.63	9.22	9.95	9.95	8.86
Nebraska	9.79	8.68	9.48	9.08	8.24	8.04	7.45	8.05	7.45	11.29	10.56	11.71	11.48	10.06	12.67	10.83	10.53	10.13	9.97
Nevada	5.68	7.87	7.11	6.82	7.35	7.40	9.01	6.36	6.40	12.63	9.94	9.09	10.56	9.13	7.41	10.76	10.57	10.12	10.24
New Hampshire	8.16	6.08	6.12	6.53	8.47	7.88	6.91	8.36	6.37	12.45	11.64	12.31	10.67	11.58	13.13	12.92	9.29	9.75	9.07

Continued

Appendix Table 2d. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	6.35	5.95	6.71	8.34	4.72	4.46	4.37	4.75	4.91	6.19	6.47	6.06	5.36	5.28	4.94	6.25	5.73	6.22	6.71
New Mexico	6.43	5.27	6.76	5.98	5.16	6.16	5.25	6.39	5.57	9.34	8.60	8.99	8.18	7.55	8.80	7.99	8.24	9.59	9.16
New York	3.62	3.73	4.40	3.70	2.80	3.38	3.31	3.53	4.99	3.80	3.73	3.70	3.71	3.35	3.22	3.77	3.80	3.62	3.28
North Carolina	6.93	7.31	7.22	8.73	3.33	3.40	3.86	3.76	3.06	4.62	4.39	4.89	4.56	4.06	3.65	5.93	6.31	5.93	5.04
North Dakota	4.49	5.69	8.02	5.54	4.28	4.47	5.40	4.96	4.05	10.06	10.06	11.01	12.81	12.35	11.82	13.72	11.69	11.63	9.82
Ohio	4.58	5.43	5.24	5.08	3.76	4.40	4.60	5.08	4.44	4.96	4.85	4.48	4.72	4.44	4.40	4.49	4.86	5.45	4.90
Oklahoma	10.58	8.92	8.61	8.09	9.06	7.79	9.64	11.31	8.13	9.35	9.73	9.36	8.91	7.94	8.44	8.29	8.36	7.41	7.56
Oregon	9.29	8.80	10.37	8.66	9.96	10.44	11.67	11.31	8.62	10.26	9.43	8.58	8.76	10.03	9.05	8.69	8.58	8.21	8.87
Pennsylvania	4.25	4.32	6.02	4.80	3.40	4.61	4.31	4.37	4.37	4.91	4.76	4.74	4.72	4.56	4.10	4.40	4.75	4.82	4.45
Rhode Island	7.87	4.83	4.67	4.98	5.58	5.90	6.67	6.14	5.55	12.68	11.66	10.26	9.89	10.39	11.56	8.30	8.50	8.77	9.69
South Carolina	9.05	8.68	9.39	8.83	7.54	7.16	6.71	7.60	6.11	8.13	7.20	6.37	5.68	6.80	7.83	5.30	8.51	8.28	7.03
South Dakota	6.47	6.69	4.68	5.49	4.96	3.71	4.57	4.06	3.59	9.32	8.59	10.17	8.74	7.86	8.67	10.26	9.73	10.14	10.32
Tennessee	6.88	8.91	5.77	7.48	8.90	7.31	6.89	8.38	8.07	6.65	6.40	7.29	6.20	5.74	6.91	7.61	6.48	5.90	7.98
Texas	5.24	7.29	6.87	6.59	7.22	6.75	6.23	6.27	5.75	5.28	5.02	4.87	5.20	4.49	4.86	5.10	4.88	4.37	4.81
Utah	7.19	9.16	6.95	7.59	8.04	8.07	8.88	9.30	7.65	9.59	14.56	11.60	15.02	10.85	10.24	10.28	11.87	10.38	10.93
Vermont	5.46	4.93	4.50	4.91	5.37	5.11	4.48	5.50	4.45	11.75	10.59	8.69	9.00	8.52	9.63	11.77	11.08	9.75	10.09
Virginia	9.10	11.16	11.27	13.17	11.29	11.07	11.87	10.45	7.20	8.40	8.31	7.81	9.21	10.89	8.39	8.11	7.72	6.23	7.25
Washington	6.92	11.48	10.16	11.73	11.17	11.22	11.18	11.62	14.08	9.86	8.32	9.48	12.75	8.05	7.36	9.20	9.08	10.12	7.83
West Virginia	7.83	6.14	4.23	5.16	4.56	3.54	7.10	4.96	4.75	7.24	8.01	8.33	5.50	5.67	4.86	5.14	5.42	5.48	4.77
Wisconsin	11.18	12.58	14.08	12.62	11.84	12.98	11.96	13.47	11.16	9.20	9.94	10.76	9.82	8.73	9.00	9.28	9.20	9.00	10.64
Wyoming	4.59	5.54	5.01	5.33	5.34	4.68	3.63	4.50	4.96	12.39	14.87	11.74	11.56	12.37	11.35	8.73	10.50	9.45	9.75

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 3a. Estimated Population of Non-Institutionalized Civilian Men without a Disability Aged 25 through 61 in the United States, and for Each State and the District of Columbia, 1980 through 1998 (in thousands)^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	45,139	45,989	47,035	47,949	48,726	49,984	50,899	52,084	53,103	53,860	54,760	55,332	56,091	56,767	57,502	58,529	59,475	60,337	60,600
Alabama	703	728	791	806	779	826	810	831	850	835	851	856	887	824	897	850	850	939	914
Alaska	82	86	101	108	112	123	115	112	112	116	119	121	128	138	140	146	149	149	144
Arizona	512	534	541	594	615	700	701	735	764	731	754	788	702	877	911	883	939	975	1,055
Arkansas	400	394	384	397	420	441	427	471	483	464	476	482	483	481	536	497	513	486	483
California	5,035	5,155	5,345	5,433	5,622	5,934	6,073	6,358	6,293	6,604	6,834	7,133	7,145	7,118	7,246	7,395	7,686	7,616	7,680
Colorado	667	650	694	734	706	755	690	740	695	706	774	818	775	869	936	948	932	985	1,022
Connecticut	641	674	716	735	739	689	716	694	757	823	760	762	795	731	696	740	711	736	730
Delaware	120	121	126	120	124	134	143	148	153	154	166	159	178	172	159	166	165	153	164
DC	126	133	141	140	130	138	133	138	135	131	127	119	131	148	141	115	123	125	120
Florida	1,858	1,865	1,912	2,035	2,161	2,264	2,334	2,435	2,638	2,689	2,734	2,737	2,932	2,840	2,882	2,995	3,072	3,206	3,075
Georgia	988	1,058	1,099	1,161	1,123	1,172	1,277	1,271	1,318	1,333	1,419	1,342	1,397	1,573	1,621	1,576	1,735	1,685	1,660
Hawaii	187	194	191	204	211	221	211	228	225	239	257	250	256	246	253	256	253	241	258
Idaho	176	192	184	187	193	198	192	189	203	213	221	217	222	242	254	253	264	273	284
Illinois	2,260	2,315	2,454	2,432	2,434	2,448	2,486	2,518	2,572	2,653	2,652	2,670	2,648	2,579	2,545	2,652	2,566	2,687	2,738
Indiana	1,083	1,095	1,098	1,122	1,226	1,181	1,134	1,165	1,254	1,217	1,175	1,181	1,268	1,235	1,226	1,301	1,307	1,362	1,331
Iowa	573	571	560	583	594	549	595	620	626	629	625	607	638	616	597	620	644	636	638
Kansas	450	442	488	496	529	481	497	516	511	529	531	546	570	528	545	547	538	554	561
Kentucky	704	705	731	741	746	751	721	762	695	717	732	706	747	751	773	807	800	813	807
Louisiana	756	806	838	855	823	836	866	829	853	828	796	886	823	775	884	903	881	941	850
Maine	214	226	233	232	236	233	245	242	253	267	274	278	279	268	258	285	291	275	287
Maryland	931	900	879	935	930	947	1,016	1,033	1,082	1,083	1,171	1,144	1,193	1,139	1,204	1,178	1,158	1,214	1,226
Massachusetts	1,176	1,226	1,219	1,269	1,223	1,214	1,257	1,279	1,332	1,302	1,320	1,386	1,405	1,400	1,382	1,445	1,410	1,388	1,403
Michigan	1,849	1,826	1,781	1,870	1,825	1,868	1,899	1,996	2,007	1,954	2,071	2,063	2,055	2,102	2,062	2,089	2,112	2,123	2,242
Minnesota	812	846	865	932	891	885	952	964	984	926	951	944	987	1,004	1,110	1,073	1,116	1,079	1,080
Mississippi	420	414	448	456	424	485	506	505	482	494	497	502	509	483	519	503	544	564	538
Missouri	970	1,001	978	985	999	1,020	1,070	1,098	1,115	1,080	1,147	1,152	1,088	1,156	1,096	1,204	1,140	1,098	1,280
Montana	172	177	170	178	180	167	168	164	168	178	183	178	178	184	185	182	191	200	196
Nebraska	308	317	318	307	316	328	321	339	341	343	336	347	346	333	339	345	366	351	388
Nevada	202	213	224	220	210	225	235	247	280	287	286	292	315	370	386	389	409	399	444
New Hampshire	200	196	197	207	204	224	231	247	252	252	283	280	286	277	266	263	280	272	298

Continued

Appendix Table 3a. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	1,536	1,502	1,520	1,601	1,650	1,642	1,665	1,742	1,773	1,825	1,821	1,846	1,877	1,868	1,871	1,850	1,871	1,885	1,855
New Mexico	238	225	247	255	286	299	303	289	285	316	322	320	313	328	339	350	363	358	370
New York	3,450	3,535	3,505	3,467	3,614	3,692	3,795	3,725	3,808	3,947	3,917	3,880	3,802	3,950	3,908	4,074	4,028	3,986	3,937
North Carolina	1,218	1,177	1,223	1,244	1,264	1,282	1,314	1,363	1,423	1,441	1,448	1,447	1,431	1,452	1,511	1,595	1,668	1,661	1,669
North Dakota	128	131	132	138	145	138	130	139	139	135	128	133	129	131	130	138	136	132	134
Ohio	2,103	2,235	2,264	2,195	2,186	2,250	2,252	2,345	2,292	2,272	2,342	2,390	2,475	2,444	2,343	2,480	2,488	2,477	2,498
Oklahoma	570	583	584	598	670	645	655	656	652	685	662	681	660	694	669	648	660	713	699
Oregon	569	555	553	577	586	591	607	597	599	622	644	644	699	730	768	722	727	813	802
Pennsylvania	2,403	2,443	2,437	2,372	2,282	2,451	2,480	2,566	2,611	2,698	2,535	2,567	2,580	2,644	2,624	2,598	2,617	2,693	2,662
Rhode Island	172	172	179	195	188	196	223	223	216	215	220	230	224	222	208	211	208	207	232
South Carolina	622	620	612	600	685	659	656	698	762	716	739	779	751	778	786	797	838	857	848
South Dakota	127	128	133	145	141	140	138	147	153	149	149	145	157	156	161	159	152	144	152
Tennessee	932	864	897	942	947	928	936	1,056	1,039	1,027	1,047	952	990	1,089	1,022	1,163	1,103	1,241	1,216
Texas	2,847	3,064	3,110	3,247	3,357	3,426	3,590	3,398	3,512	3,589	3,797	3,740	3,941	4,017	4,152	4,205	4,350	4,394	4,463
Utah	261	264	280	276	296	306	322	320	320	310	321	314	344	396	397	403	394	409	430
Vermont	108	114	110	111	118	117	114	118	122	127	118	128	144	141	135	141	142	135	150
Virginia	1,052	1,041	1,151	1,154	1,195	1,225	1,244	1,276	1,273	1,325	1,389	1,474	1,525	1,456	1,562	1,382	1,507	1,547	1,531
Washington	810	845	917	904	936	993	918	1,005	1,102	1,143	1,076	1,114	1,140	1,210	1,219	1,304	1,394	1,449	1,372
West Virginia	355	335	359	369	377	360	369	357	372	371	378	372	363	353	366	357	354	371	352
Wisconsin	961	980	997	972	968	1,099	1,063	1,086	1,118	1,070	1,074	1,126	1,076	1,148	1,168	1,233	1,232	1,236	1,224
Wyoming	105	116	116	115	109	108	104	103	101	103	106	104	104	103	112	110	99	105	111

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 3b. Estimated Population of Non-Institutionalized Civilian Men with a Disability Aged 25 through 61 in the United States, and for Each State and the District of Columbia, 1980 through 1998 (in thousands)^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	4,006	4,102	3,988	4,166	4,372	4,502	4,543	4,361	4,393	4,594	4,575	4,865	5,137	5,470	5,352	5,243	5,352	5,110	5,252
Alabama	79	81	71	92	48	65	79	65	77	106	97	123	91	139	92	121	125	99	87
Alaska	6	6	7	6	7	6	9	6	10	6	8	8	7	11	13	13	14	14	10
Arizona	50	57	66	40	40	66	79	80	53	75	56	54	91	79	72	67	100	60	64
Arkansas	63	63	51	48	67	76	76	65	51	48	57	58	52	76	49	83	83	82	63
California	393	486	426	401	467	494	478	489	455	520	524	512	637	603	601	610	608	569	592
Colorado	29	39	59	62	54	39	74	54	58	74	50	68	86	48	62	71	66	61	75
Connecticut	41	36	37	38	52	41	27	40	37	28	32	51	42	50	41	38	47	83	85
Delaware	11	14	9	10	11	9	9	7	12	13	10	13	16	14	16	11	11	9	9
DC	17	12	11	16	17	12	12	11	10	12	22	11	12	14	13	16	13	9	13
Florida	158	186	202	192	218	211	208	232	264	246	244	286	255	327	317	280	337	308	351
Georgia	141	113	103	97	134	172	148	108	115	124	130	134	154	159	173	183	161	153	187
Hawaii	17	19	16	16	21	19	22	11	11	17	10	20	21	23	21	13	19	20	15
Idaho	16	11	19	22	25	23	21	21	10	22	19	22	19	16	25	27	21	29	15
Illinois	177	164	139	173	159	151	184	196	161	189	199	199	231	224	199	175	219	179	226
Indiana	62	99	98	83	63	84	114	109	79	75	91	96	63	72	102	88	104	75	128
Iowa	31	36	36	43	37	46	47	41	31	42	41	46	58	61	64	39	37	35	42
Kansas	26	22	24	31	29	35	37	27	27	30	23	33	43	44	40	64	53	41	39
Kentucky	80	97	72	98	83	84	83	90	90	103	121	117	140	149	123	133	92	97	123
Louisiana	102	94	99	89	70	109	103	103	119	114	91	59	87	166	123	125	119	102	105
Maine	23	24	22	25	27	25	27	25	28	27	27	34	43	31	41	30	31	39	34
Maryland	56	61	61	69	90	59	69	57	96	63	48	75	82	164	99	104	81	71	71
Massachusetts	89	83	84	80	86	113	73	84	106	93	130	114	101	116	131	149	141	160	101
Michigan	173	174	193	206	234	225	192	190	177	222	198	201	202	225	213	183	186	184	177
Minnesota	57	58	68	84	81	86	84	98	89	79	70	106	83	97	74	53	80	74	67
Mississippi	60	44	56	60	63	50	59	63	61	61	74	81	53	53	49	59	61	57	64
Missouri	86	108	101	100	87	94	93	96	111	106	100	95	105	98	126	68	72	113	118
Montana	12	8	18	19	16	21	21	23	20	22	18	17	16	17	16	23	28	28	28
Nebraska	17	22	24	23	25	10	19	24	23	16	26	26	19	16	26	24	29	28	18
Nevada	17	13	13	10	14	17	17	22	20	14	13	21	23	36	22	29	22	24	31
New Hampshire	9	22	17	16	16	12	19	14	21	17	20	25	25	29	28	29	30	19	20

Continued

Appendix Table 3b. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	87	113	100	98	121	109	126	98	88	84	86	80	102	126	117	102	142	99	117
New Mexico	31	38	29	33	30	23	30	33	31	34	33	29	43	49	42	41	50	46	34
New York	231	271	248	295	309	325	236	276	309	276	308	294	344	373	348	327	371	311	375
North Carolina	126	156	122	130	132	152	126	121	112	122	130	139	128	142	129	157	129	171	164
North Dakota	9	10	10	9	8	9	11	12	10	13	12	11	8	9	9	8	9	10	7
Ohio	221	201	200	215	217	181	211	211	227	217	220	229	217	218	208	259	245	216	239
Oklahoma	55	59	55	59	40	55	69	47	78	73	81	90	69	94	81	73	69	77	81
Oregon	63	59	62	55	47	66	75	80	68	49	61	70	56	60	60	60	58	47	57
Pennsylvania	256	205	200	227	268	265	281	193	219	178	191	255	283	210	257	258	296	275	231
Rhode Island	20	16	19	19	15	17	16	17	19	16	19	21	23	17	27	22	20	23	22
South Carolina	65	39	60	66	67	63	73	55	49	95	83	94	89	83	125	92	50	54	81
South Dakota	7	12	11	9	11	12	9	8	10	11	11	13	18	12	10	12	12	11	11
Tennessee	79	101	112	103	116	133	119	105	113	115	111	131	165	162	176	144	171	129	103
Texas	260	216	206	272	279	262	318	304	270	360	270	309	308	302	342	336	245	360	344
Utah	19	23	18	14	18	21	16	13	18	19	20	18	23	34	27	25	26	32	26
Vermont	14	11	7	10	9	9	9	11	9	8	12	13	15	12	12	13	15	14	10
Virginia	108	81	98	82	126	117	111	130	117	109	109	100	104	125	141	151	135	128	90
Washington	104	86	82	76	75	115	102	69	83	106	134	115	100	101	106	118	125	97	108
West Virginia	57	67	59	68	56	55	56	51	51	55	49	55	67	63	78	57	79	61	52
Wisconsin	87	79	81	67	83	54	62	66	79	81	80	82	110	109	74	67	103	120	133
Wyoming	6	7	8	7	8	10	8	8	11	11	9	11	9	10	9	9	13	8	10

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 3c. Estimated Population of Non-Institutionalized Civilian Women without a Disability Aged 25 through 61 in the United States, and for Each State and the District of Columbia, 1980 through 1998 (in thousands)^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	48,618	49,506	50,564	51,496	52,344	53,450	54,438	55,567	56,424	57,137	57,753	58,480	59,205	59,597	60,157	60,938	61,740	62,486	63,494
Alabama	806	822	833	840	873	902	928	874	881	923	919	929	933	896	918	953	988	997	1,013
Alaska	80	85	96	111	123	122	119	117	115	121	124	125	125	142	150	150	156	152	149
Arizona	583	570	574	570	668	674	729	810	778	787	823	842	861	854	907	930	1,014	1,013	1,106
Arkansas	443	453	429	456	475	460	497	512	521	538	512	510	481	521	543	520	535	535	538
California	5,230	5,420	5,561	5,761	5,790	6,008	6,215	6,421	6,547	6,698	6,782	7,031	7,144	7,149	7,275	7,227	7,349	7,565	7,710
Colorado	669	658	694	748	727	801	774	759	774	795	755	759	751	828	879	901	887	940	964
Connecticut	692	746	767	747	743	775	769	727	775	747	786	807	781	791	776	805	837	789	807
Delaware	121	129	134	145	138	143	144	146	154	161	168	173	175	167	169	175	179	173	182
DC	148	157	144	132	142	144	160	143	146	140	139	140	132	142	153	146	131	126	127
Florida	2,188	2,143	2,205	2,270	2,375	2,475	2,580	2,792	2,786	2,879	2,976	2,998	3,155	3,208	3,190	3,243	3,242	3,283	3,254
Georgia	1,135	1,161	1,187	1,257	1,291	1,363	1,425	1,385	1,472	1,438	1,571	1,563	1,568	1,687	1,720	1,741	1,719	1,823	1,946
Hawaii	217	219	222	227	239	252	246	258	255	265	266	273	274	289	266	270	274	271	264
Idaho	178	187	195	201	212	195	207	201	205	217	218	225	225	254	251	244	266	264	262
Illinois	2,476	2,512	2,495	2,478	2,551	2,693	2,660	2,645	2,590	2,624	2,738	2,843	2,804	2,786	2,804	2,850	2,845	2,778	2,837
Indiana	1,149	1,147	1,163	1,158	1,160	1,189	1,256	1,258	1,316	1,269	1,291	1,344	1,350	1,347	1,323	1,277	1,304	1,319	1,401
Iowa	603	586	569	622	630	604	614	634	641	640	611	631	655	612	606	657	676	650	621
Kansas	461	465	488	506	518	508	508	562	566	559	568	598	578	562	526	529	536	535	572
Kentucky	748	780	814	867	823	779	812	862	785	848	823	817	851	843	835	864	907	908	906
Louisiana	880	855	901	952	879	905	922	968	1,002	959	968	923	1,005	965	971	972	958	1,025	1,002
Maine	231	248	254	271	272	243	249	260	275	297	304	295	294	282	276	298	284	305	312
Maryland	951	1,031	992	990	1,040	1,090	1,112	1,136	1,117	1,164	1,176	1,241	1,254	1,176	1,226	1,246	1,268	1,321	1,295
Massachusetts	1,255	1,283	1,274	1,293	1,335	1,383	1,404	1,425	1,417	1,409	1,423	1,392	1,425	1,449	1,458	1,489	1,499	1,451	1,499
Michigan	1,919	1,960	2,007	1,934	1,988	1,975	1,992	2,009	2,044	2,090	2,089	2,099	2,117	2,147	2,165	2,204	2,171	2,158	2,177
Minnesota	798	856	880	927	910	925	923	974	1,010	979	1,049	1,006	1,034	1,023	1,043	1,087	1,129	1,157	1,124
Mississippi	485	481	502	504	486	509	522	520	517	560	535	536	554	570	577	649	637	618	625
Missouri	1,033	1,026	1,066	1,090	1,115	1,091	1,093	1,119	1,180	1,197	1,212	1,218	1,183	1,198	1,082	1,233	1,168	1,212	1,267
Montana	165	171	164	162	183	183	185	180	180	188	186	189	182	187	183	181	198	200	202
Nebraska	313	334	327	324	357	345	355	359	352	379	373	378	387	365	385	356	363	362	362
Nevada	191	210	206	203	217	242	258	243	274	286	279	285	301	326	350	353	392	424	438
New Hampshire	205	208	213	223	226	237	236	252	274	267	274	295	279	258	267	273	273	270	282

Continued

Appendix Table 3c. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	1,683	1,605	1,653	1,783	1,772	1,779	1,844	1,838	1,860	1,895	1,907	1,875	1,873	1,929	1,919	1,909	1,916	2,002	2,046
New Mexico	284	268	297	289	310	308	313	327	334	348	343	349	351	353	376	383	388	412	392
New York	3,826	3,836	4,015	4,056	4,133	4,212	4,235	4,230	4,223	4,236	4,260	4,369	4,354	4,430	4,348	4,369	4,361	4,174	4,317
North Carolina	1,320	1,349	1,352	1,349	1,357	1,417	1,474	1,458	1,515	1,463	1,518	1,581	1,607	1,602	1,636	1,672	1,699	1,740	1,762
North Dakota	127	126	137	141	138	145	137	137	141	138	142	141	137	130	138	139	134	134	139
Ohio	2,286	2,334	2,459	2,372	2,390	2,412	2,493	2,496	2,508	2,474	2,553	2,557	2,580	2,526	2,553	2,528	2,550	2,657	2,609
Oklahoma	593	625	630	675	700	728	716	731	719	726	724	702	726	739	757	726	746	721	735
Oregon	579	608	608	595	624	633	634	563	617	675	628	693	709	715	713	722	712	787	832
Pennsylvania	2,517	2,527	2,622	2,608	2,615	2,607	2,659	2,695	2,894	2,830	2,797	2,752	2,741	2,681	2,699	2,782	2,822	2,813	2,817
Rhode Island	203	210	194	208	210	219	224	232	223	220	217	233	220	229	221	194	226	223	222
South Carolina	647	707	737	755	756	728	710	813	797	822	810	830	843	850	843	866	867	875	931
South Dakota	134	140	134	133	143	137	147	152	154	147	144	140	144	149	150	149	151	137	147
Tennessee	1,011	979	934	954	1,007	1,010	988	1,097	1,094	1,107	1,109	1,128	1,158	1,218	1,289	1,280	1,244	1,274	1,347
Texas	3,073	3,156	3,273	3,412	3,480	3,602	3,628	3,686	3,715	3,968	3,904	3,902	4,025	4,084	4,254	4,321	4,556	4,597	4,686
Utah	280	283	283	292	303	313	327	331	338	326	335	342	354	384	356	380	413	430	428
Vermont	113	116	106	109	116	124	123	126	131	138	140	136	142	138	147	149	137	135	147
Virginia	1,214	1,258	1,254	1,290	1,329	1,314	1,345	1,423	1,482	1,490	1,500	1,475	1,568	1,584	1,620	1,557	1,571	1,585	1,567
Washington	879	936	992	965	977	1,004	959	1,051	1,131	1,151	1,174	1,184	1,222	1,186	1,151	1,222	1,304	1,453	1,436
West Virginia	397	417	406	410	431	421	428	437	411	396	407	401	371	390	406	405	381	390	387
Wisconsin	1,002	1,021	1,014	1,021	965	1,017	1,053	1,094	1,086	1,060	1,097	1,125	1,116	1,150	1,194	1,248	1,265	1,211	1,191
Wyoming	96	104	107	111	104	103	104	99	101	105	108	100	103	108	117	110	114	111	111

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 3d. Estimated Population of Non-Institutionalized Civilian Women with a Disability Aged 25 through 61 in the United States, and for Each State and the District of Columbia, 1980 through 1998 (in thousands)^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	4,024	4,097	3,910	4,000	4,217	4,174	4,216	4,009	4,146	4,284	4,495	4,557	4,590	5,151	5,348	5,568	5,625	5,657	5,423
Alabama	88	72	60	65	84	106	87	82	72	88	108	90	73	122	100	96	102	134	124
Alaska	6	5	5	5	5	6	9	7	4	6	6	9	7	11	8	8	10	14	12
Arizona	48	45	51	70	59	67	72	40	48	51	47	60	63	83	71	79	111	95	68
Arkansas	66	59	62	59	52	54	56	59	61	47	46	58	66	60	60	77	65	67	67
California	421	490	477	442	476	487	508	470	476	481	521	488	595	567	615	590	605	636	594
Colorado	36	40	42	34	58	36	60	68	56	53	51	81	55	50	60	88	65	78	88
Connecticut	46	36	48	45	51	48	38	47	62	30	43	48	61	70	34	38	47	49	71
Delaware	12	14	10	5	10	11	10	9	11	11	8	9	11	9	12	16	14	12	12
DC	13	14	16	15	13	12	13	15	12	12	9	11	10	12	15	13	17	9	10
Florida	181	208	225	238	211	215	198	198	189	187	196	244	221	228	300	327	304	279	246
Georgia	128	97	103	113	138	124	146	156	162	153	128	158	146	155	185	194	150	143	170
Hawaii	17	12	14	16	13	14	15	10	9	16	14	14	19	15	15	12	15	17	11
Idaho	16	19	16	17	15	19	15	16	22	17	19	20	16	13	21	24	24	25	20
Illinois	167	171	165	166	201	168	163	159	176	191	198	141	214	233	241	233	222	251	196
Indiana	89	94	82	95	105	105	110	80	83	74	75	92	100	110	161	120	104	131	92
Iowa	60	46	30	23	39	43	50	37	32	47	42	35	43	35	34	47	51	51	35
Kansas	44	29	30	29	23	33	23	31	27	43	37	28	28	46	39	32	39	57	50
Kentucky	57	79	79	47	55	73	85	89	82	72	124	107	85	89	148	140	111	128	115
Louisiana	71	110	77	75	95	103	104	103	98	96	81	94	106	126	81	105	92	75	98
Maine	19	14	19	22	20	28	26	31	27	21	18	21	29	31	41	29	29	36	31
Maryland	68	66	71	57	70	73	61	57	76	77	97	81	55	78	75	71	81	73	89
Massachusetts	88	97	60	87	86	88	78	91	84	117	115	106	106	99	118	147	128	122	113
Michigan	170	192	167	223	216	197	217	173	211	209	206	204	200	210	205	223	238	230	205
Minnesota	60	52	59	56	66	63	76	64	36	58	79	81	79	90	67	64	81	74	69
Mississippi	65	61	53	57	61	52	54	52	64	63	73	61	62	62	66	71	75	77	53
Missouri	84	70	65	76	96	89	89	86	84	75	113	87	108	99	126	99	152	113	98
Montana	12	11	14	17	13	18	13	16	16	12	15	19	15	18	17	16	15	15	17
Nebraska	27	20	16	19	17	17	20	17	15	20	23	18	19	25	15	27	26	29	31
Nevada	14	9	13	14	15	16	11	22	18	14	22	27	20	27	34	27	29	31	28
New Hampshire	12	17	17	17	13	13	17	12	16	16	17	17	21	19	13	16	33	28	28

Continued

Appendix Table 3d. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	110	141	129	92	103	113	114	105	82	91	80	100	102	121	130	126	135	139	117
New Mexico	19	30	22	20	22	21	30	20	24	28	30	28	33	40	30	41	36	29	34
New York	299	324	262	296	347	278	292	260	286	295	326	296	312	361	374	404	384	414	455
North Carolina	121	134	135	97	114	108	98	108	125	132	112	119	137	170	193	165	155	165	164
North Dakota	9	8	4	9	10	9	6	8	9	10	10	8	6	7	7	6	9	9	12
Ohio	209	215	193	226	209	192	162	151	170	184	195	204	185	241	226	258	226	226	287
Oklahoma	50	53	56	50	56	64	43	36	66	60	55	62	47	71	65	71	72	92	90
Oregon	64	58	42	61	58	41	36	46	67	55	66	80	77	49	60	85	87	89	74
Pennsylvania	259	235	175	246	214	193	202	217	209	212	227	240	221	249	278	283	275	235	270
Rhode Island	24	21	20	23	22	23	17	21	19	12	16	18	19	20	11	28	22	20	16
South Carolina	52	64	53	51	68	73	70	64	68	75	71	85	80	78	79	85	96	107	109
South Dakota	7	6	12	7	7	12	8	10	9	11	13	9	13	14	13	12	12	12	12
Tennessee	80	79	133	114	109	148	148	116	135	126	98	119	167	197	134	144	216	193	138
Texas	213	182	210	231	199	221	259	247	268	256	287	307	249	359	297	337	347	373	353
Utah	16	13	23	20	22	20	17	15	19	27	13	19	13	24	26	30	22	28	27
Vermont	9	8	10	8	8	9	11	8	9	9	11	16	15	16	13	9	11	14	13
Virginia	88	87	93	55	70	86	84	86	84	114	117	135	100	67	119	148	170	154	140
Washington	110	72	79	65	84	92	96	88	50	86	121	92	52	108	156	127	135	105	140
West Virginia	43	40	53	43	44	26	30	45	45	46	37	39	47	62	57	65	71	56	50
Wisconsin	52	74	55	76	67	58	60	54	66	90	72	64	78	97	94	103	104	108	74
Wyoming	6	6	7	7	6	9	10	10	7	7	5	8	7	7	8	11	8	9	9

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 4a. Sample Size of Non-Institutionalized Civilian Men without Disabilities Aged 25 through 61 in the United States, and for Each State and the District of Columbia, Employment Years 1980 through 1998 (in thousands)^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	35,584	32,186	32,731	32,503	32,771	32,389	32,156	32,726	30,512	33,429	33,700	33,210	32,940	31,747	31,804	27,791	28,298	28,653	28,930
Alabama	513	467	505	495	401	312	383	387	368	372	395	396	380	341	388	320	330	356	343
Alaska	447	458	531	524	551	602	502	460	496	476	487	492	501	438	399	341	354	348	360
Arizona	541	441	413	421	374	346	344	374	370	374	367	355	312	363	426	418	447	474	505
Arkansas	459	352	366	359	367	339	347	398	402	380	402	398	387	348	364	346	338	323	305
California	3,233	3,216	3,262	3,228	3,226	2,911	2,870	2,952	1,704	3,094	3,252	3,252	3,133	2,934	2,910	2,802	2,950	2,923	2,944
Colorado	609	611	634	619	476	393	356	366	353	358	397	428	417	417	444	432	465	485	498
Connecticut	411	361	384	395	392	380	344	324	305	345	316	304	337	306	277	280	266	299	302
Delaware	392	294	315	311	324	299	308	330	323	326	315	286	294	280	262	278	278	269	274
DC	351	285	283	296	294	303	288	312	288	302	275	263	270	256	268	226	251	268	240
Florida	1,001	992	1,009	1,011	1,219	1,335	1,421	1,476	1,618	1,623	1,590	1,464	1,478	1,405	1,343	1,323	1,301	1,351	1,362
Georgia	571	550	596	572	449	358	368	380	366	360	362	324	335	387	700	442	485	482	436
Hawaii	402	353	351	350	324	319	294	324	320	319	313	304	315	278	283	294	278	240	268
Idaho	460	364	377	388	406	411	390	381	401	428	452	403	403	444	401	396	407	435	459
Illinois	1,283	1,237	1,236	1,228	1,309	1,366	1,322	1,341	1,376	1,432	1,377	1,404	1,378	1,292	1,342	1,166	1,155	1,213	1,246
Indiana	655	626	607	596	550	508	454	458	390	384	363	346	385	370	308	352	363	399	377
Iowa	572	485	488	494	444	369	401	411	396	406	439	421	436	395	345	350	356	365	350
Kansas	478	368	377	397	431	381	392	386	369	405	413	404	434	378	366	342	324	349	340
Kentucky	534	426	451	429	381	361	351	358	315	316	333	337	356	343	325	325	338	333	338
Louisiana	456	454	448	426	382	344	320	308	309	298	287	322	283	262	335	324	346	356	341
Maine	461	398	397	400	351	308	324	315	322	337	331	332	322	313	259	288	290	284	304
Maryland	584	563	566	588	530	481	464	454	326	351	360	333	347	302	321	321	322	336	316
Massachusetts	738	730	769	790	1,020	1,211	1,233	1,258	1,245	1,235	1,258	1,277	1,286	1,273	1,284	650	651	661	679
Michigan	1,111	1,020	1,015	1,002	1,128	1,288	1,275	1,328	1,293	1,303	1,379	1,378	1,337	1,314	1,325	937	946	927	991
Minnesota	561	563	590	677	525	401	384	377	361	329	339	341	371	370	387	408	423	415	391
Mississippi	470	380	389	387	339	392	374	389	367	377	376	375	399	348	309	290	323	310	287
Missouri	602	585	583	550	528	476	447	445	368	352	364	356	355	345	288	332	325	304	335
Montana	534	455	453	482	423	419	415	407	409	438	453	402	409	402	403	353	359	393	395
Nebraska	518	438	412	389	405	398	394	403	395	410	409	421	430	399	380	346	369	361	403
Nevada	681	421	396	384	335	312	317	352	375	391	422	419	394	390	388	358	372	387	470
New Hampshire	423	310	321	308	280	266	281	312	287	298	284	275	305	276	270	279	267	289	321

Continued

Appendix Table 4a. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	952	901	875	879	1,150	1,384	1,355	1,338	1,344	1,423	1,486	1,523	1,493	1,472	1,440	906	925	908	915
New Mexico	637	393	454	475	498	463	462	419	437	488	466	455	404	389	446	445	498	483	516
New York	2,014	1,967	1,957	1,891	2,122	2,232	2,253	2,176	1,452	2,447	2,440	2,336	2,218	2,141	2,112	1,837	1,850	1,835	1,769
North Carolina	620	535	584	599	935	1,214	1,209	1,248	1,279	1,359	1,296	1,274	1,260	1,194	1,082	636	740	690	684
North Dakota	514	410	403	404	458	402	405	451	435	409	405	411	385	409	356	333	323	331	328
Ohio	1,226	1,235	1,232	1,187	1,250	1,343	1,343	1,411	1,359	1,361	1,412	1,420	1,453	1,385	1,295	1,013	993	1,018	1,015
Oklahoma	515	441	445	415	440	416	366	372	359	378	379	397	393	413	390	366	379	409	398
Oregon	583	446	434	450	394	306	329	318	319	336	352	349	367	365	390	353	343	385	394
Pennsylvania	1,323	1,299	1,286	1,226	1,256	1,333	1,268	1,342	1,333	1,390	1,344	1,371	1,330	1,334	1,363	1,147	1,134	1,144	1,155
Rhode Island	382	268	286	322	286	270	299	295	295	297	272	287	284	290	266	284	264	258	305
South Carolina	401	348	337	314	355	375	401	430	448	434	424	422	399	365	319	280	298	303	288
South Dakota	509	459	466	485	455	446	460	481	458	449	431	432	487	469	447	386	357	334	334
Tennessee	471	440	452	441	410	344	355	384	382	371	381	371	372	359	310	324	325	362	369
Texas	1,778	1,828	1,767	1,804	1,819	1,740	1,749	1,695	1,775	1,772	1,828	1,728	1,761	1,720	1,672	1,591	1,639	1,638	1,668
Utah	621	463	480	461	378	331	369	370	355	356	374	336	353	377	367	382	374	374	380
Vermont	412	331	345	333	312	286	287	289	287	279	253	273	246	258	271	293	297	281	288
Virginia	576	553	622	608	526	445	473	483	457	486	508	492	493	448	706	383	422	430	427
Washington	525	461	506	503	434	356	342	367	402	431	399	372	348	353	373	382	394	425	415
West Virginia	475	340	365	347	356	340	345	337	358	371	372	372	340	319	325	332	319	333	316
Wisconsin	522	516	534	507	431	467	464	463	462	464	466	472	467	448	416	438	422	414	414
Wyoming	477	349	377	356	342	307	259	291	299	309	302	305	298	270	358	361	323	363	372

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 4b. Sample Size of Non-Institutionalized Civilian Men with Disabilities Aged 25 through 61 in the United States, and for Each State and the District of Columbia, Employment Years 1980 through 1998 (in thousands)^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	3,093	2,828	2,762	2,793	2,781	2,789	2,743	2,653	2,491	2,745	2,734	2,828	2,893	2,818	2,785	2,382	2,475	2,323	2,368
Alabama	52	52	49	53	25	24	37	30	34	45	41	52	39	50	36	43	42	37	34
Alaska	34	33	41	35	28	30	35	27	40	25	30	31	28	29	33	28	30	28	24
Arizona	55	42	44	31	29	31	36	37	26	36	30	25	40	30	32	28	39	29	30
Arkansas	73	58	53	41	49	53	59	54	44	39	46	48	44	51	32	53	50	49	44
California	242	292	252	244	254	230	222	216	128	229	234	230	253	236	219	206	221	184	199
Colorado	33	38	51	53	37	22	39	24	30	31	29	40	46	25	28	32	36	32	38
Connecticut	25	20	19	21	23	22	14	20	16	13	14	17	17	19	16	15	17	29	28
Delaware	39	30	23	22	26	21	21	17	26	24	16	22	26	18	22	21	19	16	15
DC	44	22	24	31	31	25	24	19	18	24	40	20	22	22	21	28	23	19	22
Florida	78	95	97	95	117	121	120	132	145	142	134	144	126	157	143	112	128	115	143
Georgia	81	59	54	51	49	49	38	33	35	32	32	30	33	33	70	42	41	43	46
Hawaii	36	35	31	27	32	31	29	18	17	22	11	24	25	24	21	15	20	17	16
Idaho	42	20	36	48	47	45	42	43	20	44	37	39	29	27	37	40	32	45	27
Illinois	92	83	72	83	83	79	93	93	84	97	96	98	107	101	93	70	85	70	87
Indiana	37	52	54	45	30	33	45	39	24	26	28	27	19	20	24	24	29	21	35
Iowa	31	35	29	37	28	30	31	28	20	28	29	31	39	39	33	21	22	20	22
Kansas	28	18	22	24	21	25	27	20	19	23	18	24	31	28	25	40	34	25	24
Kentucky	57	57	42	52	40	42	43	42	44	44	54	55	64	62	50	53	41	38	53
Louisiana	57	52	54	45	33	45	38	42	45	40	33	23	31	45	45	42	40	35	42
Maine	48	43	39	42	40	29	34	30	34	35	31	37	45	36	40	32	34	38	34
Maryland	33	36	36	40	48	27	26	23	27	19	14	21	23	35	27	23	19	19	17
Massachusetts	58	51	56	48	69	109	70	83	99	91	114	98	89	100	119	68	62	74	48
Michigan	95	93	107	106	146	148	122	123	113	141	126	131	128	127	135	74	78	72	71
Minnesota	38	41	45	62	41	36	33	37	33	27	25	36	29	33	27	20	29	27	24
Mississippi	66	42	49	50	51	42	42	49	48	48	49	52	42	39	28	33	33	28	34
Missouri	53	63	58	59	47	44	37	39	39	34	30	29	39	28	29	19	21	28	28
Montana	39	23	50	52	38	50	52	55	49	55	44	37	37	38	36	45	51	49	54
Nebraska	31	30	28	30	29	12	22	29	25	18	29	31	24	20	29	24	27	28	18
Nevada	60	23	22	20	21	24	22	32	27	18	20	28	26	36	20	25	20	24	32
New Hampshire	20	36	30	28	20	14	23	19	23	23	20	20	26	24	27	31	30	20	21

Continued

Appendix Table 4b. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	55	69	56	46	75	88	93	74	67	64	66	66	76	90	81	47	70	43	56
New Mexico	83	70	56	56	49	38	47	48	48	54	52	46	52	55	49	52	64	57	47
New York	135	149	145	165	173	193	137	155	114	164	192	175	194	189	187	148	165	141	165
North Carolina	61	64	58	62	98	136	115	106	105	106	102	114	112	107	89	57	52	70	68
North Dakota	37	31	33	27	24	26	33	40	30	38	37	35	25	29	25	19	22	24	18
Ohio	123	109	104	111	114	105	124	125	134	128	133	131	124	120	112	98	94	86	90
Oklahoma	50	47	45	40	27	37	40	27	41	41	45	49	39	51	43	39	38	41	44
Oregon	61	45	43	46	32	33	41	44	38	26	31	36	30	28	27	29	26	21	27
Pennsylvania	134	110	107	112	133	141	132	100	101	87	95	134	145	102	125	101	119	112	100
Rhode Island	45	24	29	33	23	24	21	22	26	21	24	25	31	20	32	29	24	29	27
South Carolina	39	22	29	33	31	37	42	32	26	54	45	50	44	41	45	30	16	19	25
South Dakota	31	42	40	32	34	35	30	27	31	31	29	37	54	37	27	29	29	25	25
Tennessee	38	51	59	46	45	47	44	39	42	39	38	49	57	52	47	40	49	36	32
Texas	160	130	116	146	150	132	152	149	135	176	143	145	140	131	144	127	88	125	120
Utah	45	39	30	26	23	24	18	16	22	24	24	18	22	32	23	23	24	27	22
Vermont	53	33	25	33	20	20	20	26	21	19	25	27	26	22	23	26	30	31	20
Virginia	53	41	52	45	48	39	41	47	39	38	39	33	33	34	54	41	37	29	22
Washington	67	50	46	43	32	38	38	26	30	41	50	37	32	28	32	33	35	28	29
West Virginia	76	66	55	60	54	53	53	45	46	56	50	56	63	56	69	52	64	54	47
Wisconsin	42	38	41	35	36	24	26	28	33	33	34	32	43	38	26	23	35	38	42
Wyoming	28	24	26	21	28	26	20	24	30	32	26	33	24	24	28	32	41	28	32

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 4c. Sample Size of Non-Institutionalized Civilian Women without Disabilities Aged 25 through 61 in the United States, and for Each State and the District of Columbia, Employment Years 1980 through 1998 (in thousands)^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	38,977	35,409	35,808	35,863	36,278	35,712	35,540	35,963	33,375	36,731	36,842	36,347	36,141	34,974	34,834	30,371	30,725	30,884	31,194
Alabama	600	544	559	536	460	347	452	425	401	431	440	445	424	391	415	382	390	393	391
Alaska	468	492	536	565	616	630	540	505	534	508	535	543	536	471	435	361	378	344	370
Arizona	621	498	469	451	427	356	368	419	394	419	416	391	386	376	451	469	509	527	554
Arkansas	520	416	417	418	420	359	412	444	445	449	449	422	400	398	380	374	367	361	354
California	3,434	3,473	3,498	3,551	3,450	3,078	3,075	3,146	1,848	3,299	3,378	3,345	3,315	3,158	3,098	2,955	3,034	3,113	3,073
Colorado	647	633	645	659	503	424	410	389	410	410	395	405	416	415	426	431	464	471	483
Connecticut	460	409	420	416	409	438	381	349	320	333	342	342	354	342	315	319	329	344	347
Delaware	407	318	341	387	371	332	319	332	340	350	339	326	315	293	285	313	322	320	317
DC	436	351	340	318	360	352	387	351	338	364	340	314	304	298	319	323	302	304	278
Florida	1,203	1,159	1,179	1,162	1,405	1,520	1,639	1,738	1,768	1,809	1,798	1,687	1,690	1,680	1,552	1,514	1,459	1,476	1,491
Georgia	660	619	664	636	517	425	426	426	429	403	423	389	396	431	785	504	504	540	535
Hawaii	471	399	398	420	386	378	353	369	363	362	337	345	348	341	308	325	319	276	278
Idaho	461	361	396	425	443	408	426	415	410	448	450	420	415	470	402	391	422	435	437
Illinois	1,417	1,372	1,287	1,319	1,426	1,539	1,456	1,459	1,445	1,474	1,486	1,541	1,513	1,468	1,523	1,307	1,311	1,294	1,314
Indiana	711	670	657	632	537	523	506	513	427	402	389	399	405	400	323	358	373	400	411
Iowa	600	505	499	542	475	408	417	425	412	421	440	449	463	404	359	378	379	381	351
Kansas	495	388	386	418	427	408	408	424	414	437	443	448	454	412	369	348	334	340	354
Kentucky	576	484	505	514	437	395	414	415	366	380	388	404	420	394	363	357	386	377	392
Louisiana	540	497	489	479	419	385	348	367	378	354	358	356	360	342	389	373	393	403	416
Maine	506	439	442	474	412	326	335	340	357	385	375	359	351	340	285	309	299	321	332
Maryland	615	654	645	648	602	563	517	515	350	390	388	385	390	334	360	370	364	388	364
Massachusetts	817	796	819	834	1,162	1,429	1,412	1,440	1,369	1,387	1,405	1,359	1,374	1,397	1,437	712	718	729	762
Michigan	1,187	1,131	1,166	1,072	1,275	1,393	1,360	1,379	1,354	1,441	1,446	1,456	1,435	1,403	1,451	1,026	1,018	971	987
Minnesota	567	574	604	678	529	427	380	386	378	358	379	369	403	385	380	424	434	450	422
Mississippi	560	453	453	443	405	428	409	426	412	455	430	428	457	444	366	385	384	351	348
Missouri	650	615	644	623	602	518	469	468	392	393	384	388	401	371	294	355	346	343	341
Montana	525	451	454	449	438	462	462	451	445	467	467	430	429	427	410	359	382	403	415
Nebraska	535	467	432	420	461	426	439	433	414	454	459	468	492	450	437	370	375	381	381
Nevada	674	424	376	369	349	347	353	358	383	410	425	421	394	374	374	337	375	428	477
New Hampshire	443	340	343	338	318	282	291	323	312	322	281	294	309	265	279	298	277	294	316

Continued

Appendix Table 4c. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	1,078	994	974	1,000	1,280	1,544	1,535	1,464	1,478	1,558	1,612	1,615	1,583	1,611	1,566	992	994	1,011	1,053
New Mexico	743	469	545	555	570	496	501	483	520	564	515	500	468	441	510	525	558	573	570
New York	2,331	2,234	2,353	2,329	2,559	2,671	2,615	2,593	1,693	2,796	2,812	2,775	2,695	2,615	2,552	2,145	2,146	2,029	2,027
North Carolina	685	626	671	680	1,041	1,377	1,410	1,379	1,411	1,433	1,419	1,437	1,464	1,349	1,208	715	782	750	764
North Dakota	531	403	429	422	442	436	430	450	452	428	456	454	430	427	391	345	334	344	349
Ohio	1,373	1,335	1,357	1,312	1,412	1,472	1,523	1,535	1,515	1,514	1,593	1,566	1,581	1,495	1,445	1,070	1,054	1,126	1,106
Oklahoma	547	479	497	488	472	476	408	429	397	403	416	413	440	452	454	418	433	421	424
Oregon	600	477	472	482	425	334	353	306	336	368	349	385	384	371	370	367	346	382	416
Pennsylvania	1,424	1,389	1,430	1,378	1,439	1,460	1,387	1,440	1,500	1,507	1,537	1,526	1,474	1,423	1,470	1,273	1,250	1,241	1,277
Rhode Island	454	335	313	354	331	310	309	308	309	312	282	299	299	317	299	278	302	289	309
South Carolina	437	415	424	410	404	427	447	506	479	525	488	472	473	430	365	322	324	328	321
South Dakota	553	516	481	469	466	443	494	495	476	457	431	425	468	469	429	369	364	322	331
Tennessee	523	510	476	464	451	383	382	411	412	407	414	448	443	412	398	379	373	376	420
Texas	1,965	1,949	1,913	1,961	1,984	1,926	1,850	1,897	1,959	2,033	1,982	1,893	1,882	1,869	1,822	1,726	1,809	1,796	1,817
Utah	682	508	498	491	390	340	378	390	380	384	404	377	371	372	344	371	400	403	394
Vermont	441	344	342	335	309	305	315	319	312	308	309	303	259	259	301	317	295	284	287
Virginia	690	690	707	708	606	490	531	563	546	568	575	517	532	515	769	455	464	455	454
Washington	577	521	549	549	456	369	367	389	421	452	449	405	380	361	370	367	379	437	442
West Virginia	545	422	422	401	417	404	410	415	404	406	410	414	364	364	374	385	351	361	359
Wisconsin	553	549	550	532	439	445	470	475	462	472	488	490	500	459	441	457	444	411	408
Wyoming	439	312	342	347	344	298	261	286	305	321	316	305	302	289	386	368	376	387	375

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 4d. Sample Size of Non-Institutionalized Civilian Women with Disabilities Aged 25 through 61 in the United States, and for Each State and the District of Columbia, Employment Years 1980 through 1998 (in thousands)^a

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
United States	3,224	2,918	2,761	2,727	2,829	2,679	2,626	2,530	2,410	2,705	2,754	2,762	2,781	2,970	3,008	2,725	2,759	2,764	2,649
Alabama	67	49	38	42	42	40	38	38	31	39	51	44	35	54	46	39	41	53	50
Alaska	33	25	29	28	25	26	37	24	20	29	26	35	26	40	27	20	24	32	29
Arizona	53	44	33	48	41	31	34	20	26	25	23	26	29	34	38	35	52	47	34
Arkansas	79	55	59	51	45	41	47	47	49	38	38	48	54	48	42	55	46	45	42
California	277	308	288	269	268	234	242	217	134	217	238	215	255	236	239	220	235	235	222
Colorado	34	43	45	34	41	21	32	36	30	28	27	51	32	28	32	42	36	41	45
Connecticut	31	19	25	25	28	28	18	22	26	14	19	19	27	29	14	17	19	21	31
Delaware	39	38	27	15	29	26	20	21	24	26	15	17	19	16	21	29	26	24	22
DC	38	34	37	38	31	28	31	35	26	30	21	25	22	24	30	28	34	19	24
Florida	99	113	121	117	119	119	118	120	118	110	111	129	114	125	146	150	135	126	114
Georgia	74	55	60	60	53	39	44	47	48	45	37	39	35	38	81	56	44	42	46
Hawaii	36	26	27	30	21	20	21	14	14	22	19	16	22	18	18	15	18	19	13
Idaho	38	35	29	37	35	41	30	30	42	35	39	37	30	26	32	39	36	40	32
Illinois	95	94	83	85	114	93	88	79	92	104	102	80	112	120	124	99	95	116	90
Indiana	56	56	46	52	53	47	44	33	25	22	25	24	34	32	34	34	31	42	27
Iowa	61	46	29	17	30	29	33	23	21	30	30	25	30	23	19	26	28	30	21
Kansas	48	23	23	24	21	27	18	23	17	33	28	21	23	34	26	21	25	36	29
Kentucky	46	46	49	27	29	32	43	46	37	32	58	54	41	40	61	56	47	54	51
Louisiana	40	61	43	42	46	43	37	39	37	35	30	35	37	44	31	42	37	30	42
Maine	43	28	33	38	31	37	34	41	34	28	24	27	35	40	44	31	31	38	35
Maryland	42	42	48	38	42	38	27	27	23	27	30	23	18	22	22	22	23	21	24
Massachusetts	57	61	39	57	78	93	79	94	83	115	113	102	102	97	121	71	64	62	59
Michigan	102	113	96	124	139	136	141	118	139	143	141	140	139	138	136	102	115	102	93
Minnesota	39	37	37	41	36	28	30	25	13	21	28	30	30	33	24	25	31	31	25
Mississippi	77	58	50	49	51	47	45	42	49	50	57	46	52	49	44	44	45	43	30
Missouri	54	43	40	45	52	42	37	36	30	28	38	30	39	33	34	28	45	31	23
Montana	38	27	32	43	33	43	31	40	39	30	38	44	34	39	39	33	31	30	37
Nebraska	46	28	22	21	21	20	24	20	18	24	26	23	26	30	19	28	27	30	33
Nevada	50	19	24	27	23	21	15	31	27	20	32	38	24	29	36	25	27	30	31
New Hampshire	26	28	27	24	17	15	21	16	18	20	18	18	23	18	13	17	32	30	30

Continued

Appendix Table 4d. Continued

Location	Employment Year																		
	1980	1981	1982	1983	1984 ^b	1985	1986	1987	1988	1989	1990	1991	1992	1993 ^b	1994	1995	1996	1997	1998
New Jersey	72	87	76	52	73	98	100	83	66	78	71	86	89	98	104	66	77	72	61
New Mexico	57	57	41	37	35	34	48	30	37	45	44	42	42	53	45	56	54	41	50
New York	187	200	171	180	220	180	181	157	115	203	220	194	205	219	228	204	196	205	220
North Carolina	62	63	66	47	90	100	93	100	115	128	104	103	124	141	136	69	67	70	70
North Dakota	39	27	13	27	32	26	18	25	29	30	30	27	20	21	20	15	21	22	29
Ohio	125	117	106	123	121	116	99	93	100	114	120	123	114	142	131	102	95	101	120
Oklahoma	46	43	40	38	39	42	25	22	34	32	33	35	27	44	41	41	41	55	50
Oregon	63	49	40	53	41	21	20	26	36	31	36	43	40	26	33	43	42	42	35
Pennsylvania	146	130	97	119	119	110	106	117	110	114	122	131	119	134	152	127	125	105	125
Rhode Island	50	35	33	38	35	32	24	27	27	18	20	22	24	28	15	39	31	28	23
South Carolina	37	39	29	28	34	39	44	40	40	45	42	49	44	41	34	31	37	40	39
South Dakota	28	21	40	24	21	39	27	33	28	33	37	28	41	43	37	31	29	30	28
Tennessee	41	43	67	56	47	56	55	42	52	46	36	48	66	69	41	44	68	54	43
Texas	137	116	122	127	120	116	134	135	140	133	138	144	126	150	127	141	136	147	134
Utah	40	25	39	33	26	22	19	17	21	32	17	23	16	25	26	31	22	28	25
Vermont	36	22	35	25	22	22	28	19	22	20	23	33	30	32	26	19	24	30	28
Virginia	49	47	54	34	32	32	32	33	32	43	44	45	32	21	56	41	49	44	41
Washington	74	42	46	36	38	34	35	32	19	32	46	33	17	31	49	38	37	31	42
West Virginia	58	42	51	41	42	25	28	43	46	46	40	40	48	59	53	62	66	50	45
Wisconsin	28	39	30	41	27	24	26	24	28	40	32	29	37	36	35	38	35	36	25
Wyoming	31	20	26	20	21	26	25	28	23	22	17	23	21	20	26	38	27	33	32

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a Persons with a disability are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do."

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer-assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes affected the measurement of the population with a disability either through changes in the sample weights or in the way respondents answered disability questions.

Appendix Table 5. Estimated Correlation Coefficient of Employment from Year to Year in the United States, Employment Years 1980 through 1998^{a,b}

Pair of Consecutive Employment Years	Men		Women	
	Without Disabilities	With Disabilities	Without Disabilities	With Disabilities
1980 to 1981	0.548	0.712	0.744	0.618
1981 to 1982	0.502	0.736	0.751	0.660
1982 to 1983	0.520	0.727	0.747	0.722
1983 to 1984 ^c	0.538	0.742	0.738	0.687
1984 to 1985 ^d	0.548	0.720	0.743	0.682
1985 to 1986	0.559	0.697	0.749	0.677
1986 to 1987	0.527	0.646	0.743	0.638
1987 to 1988	0.609	0.777	0.741	0.660
1988 to 1989	0.611	0.740	0.729	0.668
1989 to 1990	0.600	0.750	0.744	0.699
1990 to 1991	0.553	0.685	0.743	0.689
1991 to 1992	0.552	0.695	0.733	0.665
1992 to 1993 ^c	0.550	0.730	0.734	0.652
1993 to 1994 ^c	0.552	0.739	0.731	0.682
1994 to 1995 ^d	0.553	0.724	0.723	0.671
1995 to 1996	0.555	0.708	0.715	0.660
1996 to 1997	0.545	0.693	0.682	0.726
1997 to 1998	0.555	0.762	0.680	0.726

Source: Author's calculations using the March Current Population Survey, 1981 through 1999.

^a In the March CPS of any given year, approximately half of the households were surveyed the prior March, while the remaining households are eligible to be surveyed the following March. These estimated correlation coefficients measure the degree to which people's disability status in one year are related to their disability status in the next year.

^b Persons with disabilities are defined as those who report having (or are reported by the household's respondent as having), at the time of the survey, "a health problem or disability which prevents them from working or which limits the kind or amount of work they can do." Individuals who report that they worked at least 52 hours annually in the previous calendar year, the "employment year", at civilian jobs or businesses, including temporary, part-time, or seasonal work are considered to have been employed.

^c In April of survey year 1984, sample weights based on the 1970 Census were replaced with sample weights based on the 1980 Census and the sample design was changed to increase the accuracy of state estimates. In survey year 1994, there were several changes in the CPS. It moved fully to computer assisted survey interviews. Sample weights based on the 1980 Census were replaced with sample weights based on the 1990 Census. The Monthly Basic Survey was revised, and three new disability questions were added. It is possible that these changes effected the measurement of the population with disabilities either through changes in the sample weights or in the way respondents answered disability questions.

^d It is not possible to identify individuals that are in both the March 1985 and March 1986 surveys, therefore estimated correlation coefficients for employment years 1984 to 1985 are not available. A conservative proxy is provided - the larger of the values from employment years 1983 to 1984 and 1985 to 1986. This problem occurs for employment years 1994 to 1995, as well.

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